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Local Government Service

JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

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MAY 1947

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FUTURE OF ASSISTANCE OFFICERS

HE many public assistance officers who are concerned as to their future when the promised National Assistance scheme comes into effect will be interested to learn the result of a conference at the Ministry of Health on March 25, attended by representatives of NALGO, the organisations of public assistance staffs, the U.C., and the Ministry of Health, the Assistance Board, Civil Service Commission, and Ministry of Labour and National Service.

SIR ARTHUR RUCKER, deputy secretary of the Ministry of Health, who presided, told the meeting that it was the government's firm intention to introduce the National Assistance Bill in time for it to come into operation on 1st April. It was to be appointed for the inauguration of the National Health Service scheme. It was expected that this date would be April 1, 1948. Details of the proposals to be included in the Bill could not, of course, be given at the stage, but it was generally known that a national scheme of assistance was contemplated, and the meeting was informed that the government would provide for the compensation of officers of local authorities who became redundant as a result of the setting up of such a scheme.

Alternative Jobs

The government was anxious, however, that alternative employment should be found for as many of these officers as possible so as to reduce the problem of redundancy to a minimum, and local authorities and government departments alike must do their best to achieve this object.

There was considerable discussion regarding the possibilities of alternative employment being available. The Ministry of Health was of the opinion that local authorities themselves would be able, in many cases, to deal with a high proportion of redundant officers by absorbing them into their other departments. Representatives of the associations pointed out, however, that the ability of local authorities, especially country boroughs, to do this would be seriously curtailed by present and prospective transfers to the central government of many important local government functions. There were possibilities of absorbing redundant officers into the contemplated national assistance organisation, and there may also be available vacancies in other civil service departments for which redundant officers will be able.

It must be borne in mind, however, that, when taken into account the expected decrease in assistance work when the National Insurance Act is in full operation, and the saving in expenditure which should result from the rationalisation of assistance work, it will not be possible to absorb more than a proportion

of the present public assistance staffs in the national assistance organisation.

The meeting proceeded to examine proposals which have been made, first to estimate as closely as possible the likely extent of the redundancy problem, and secondly, to set up machinery for dealing with redundant officers who make application for posts in government departments. By agreement with the organisations representing the local authorities, it has been arranged to carry out an immediate survey of a number of county and county borough areas. The survey will be exploratory only, its main object being to obtain information on which to extend inquiries to all areas and thus obtain a clear picture of the problem of redundancy as a whole. This proposal was agreed to by the associations as a practical step towards grappling with the problem, and it is hoped to start the survey at an early date.

When this has been done, it is proposed, following the precedents of 1934, when the Assistance Board was set up, and 1940, on the passing of the Old Age and Widows' Pensions Act, to set up selection boards to consider applications from local authorities' staffs for posts in government departments. The representatives of the T.U.C. reminded the meeting that redundancy resulting from the transfer of functions to the central government was not confined to public assistance staffs. They regarded it as important, therefore, that no special preference should be given to those staffs as regards eligibility for posts in any new national assistance organisation or other government departments.

Subject to this, the proposed machinery was viewed with approval by the associations represented, with whom the Ministry of Health undertook to keep in touch as the work of dealing with the redundancy problem progressed.

London Versus The Rest

"THE congestion of London involves a bargain between London and the rest of the nation; the Green Belt is the counter over which that bargain must be concluded." Such was the theme of a debate at a Town and County Planning Association conference last month to discuss the London plans.

All agree that London must "decant" many of its inhabitants if its overcrowded areas are to be made healthy. But if the exodus leads no further than the countryside hitherto protected as a Green Belt, London will merely be spread more thinly, the country will be more remote than ever from the centre, and some of the main objects of decentralisation will be missed.

This seems to be the danger of the present L.C.C. policy of building at Oxhey or Boreham Wood on land which was to have been preserved from development. The L.C.C. defends its policy on the ground that the need

for houses is so urgent that it cannot wait till new towns are ready; that the plans are elastic; and that, if this or that site is stolen from the green belt, some other land can be substituted for it.

Protagonists at the conference were the L.C.C. and local authorities for the areas around the circumference of the county. Many of these outside authorities are sticking loyally to the letter the Green Belt embargo, even refusing to build for their own inhabitants because no unrestricted land is available. Naturally, they resent the L.C.C.'s action in invading their territory, and building on land whose use they have quixotically foresworn.

New Towns The Remedy

The remedy is to build new towns or extend old ones well outside London and its Green Belt: self-contained towns whose inhabitants can earn a living in them, not just dormitories for people who work in London. But as Mrs. RUTH DALTON pointed out, the new towns are not yet in being; their construction is being opposed in the courts; building the new houses and the new factories will take a long time—and, meanwhile, 120,000 Londoners have no roof over their heads. For the transition period, the second-best of quasi-satellite towns is forced upon the council; however high its ideals, realism enforces a compromise. As F. J. OSBORN put it, the question is one of accent and balance: while all commend the council's practical and immediate contribution, planners want to be assured that its long-term policy is wholeheartedly one of dispersal and that it will join in pressing the government for special priorities for establishing industry and housing in the new towns.

But will Londoners be willing to move their jobs and their homes out of the crowded centre to expanded country towns or new towns thirty or fifty miles away? Significant evidence that they will was provided by representatives of Tottenham, Edmonton, and West Ham.

These authorities put to applicants on their housing lists the specific question whether they would like to live in new towns (Harlow and Stevenage were mentioned). In Tottenham 94 per cent said they would, in Edmonton 99 per cent, and in West Ham 69 per cent.

Even if this attitude is not universal, there is no doubt that when the towns are established with their own economic and social life there need be no more fear that they will fail to attract population than did the pioneer garden cities of Letchworth and Welwyn. As for attracting industry, the present clamorous demand for factory space can be canalised by prohibiting expansion alike in central London and in Green Belt areas. It is a seller's market and the community is in a position to impose seller's conditions for the common good.

Part-Time Nursing Means Fully-Staffed Hospitals Happier Nurses, More Cheerful Patients

Throughout Britain today, at least 30,000 hospital beds are empty because there are no nurses to look after them, and the wards that are in use need 30,000 more nurses to staff them properly. But in Gloucestershire, every one of the nine county infirmaries is fully staffed, extra beds have been installed, the nurses work shorter hours than ever before, and there is a waiting list of would-be nurses. What is the secret? It is part-time nursing—and here the system is described by the man who devised it,

WILLIAM A. SHEE.

County Public Assistance Officer, Gloucestershire.

WHEN we launched the scheme for the enrolment of part-time nurses a year ago, when the nursing shortage was so acute, it was described as a "gamble," a "desperate effort," and a "last resort." But it has proved to be the complete answer to the nursing problem in hospitals for the chronic sick, and has been acclaimed by senior officers of the Ministry of Health and the Ministry of Labour and National Service who, after paying tribute to the high standard of nursing it had secured, are encouraging other hospital authorities to adopt similar schemes.

Equal Status and Responsibility

In planning the scheme, two principles were laid down as fundamental:

Part-time nurses must not be mere supernumeraries but must have complete equality of status and responsibilities; and

Although the scheme should be as attractive as possible, it must not cause disaffection among whole-time nurses.

Within these guiding principles, matrons and officials were given wide discretion in dealing, by commonsense methods, with any awkward situation arising.

Part-time nurses are divided into four grades: State registered nurses;

Enrolled assistant nurses;

Nursing attendants—women with previous hospital experience but not eligible for enrolment as assistant nurses; and

Nursing orderlies—raw recruits to nursing work.

The last two grades had to be introduced because there were not enough enrolled assistant nurses. They work under the supervision of fully-trained nurses who comprise at least 25 per cent of the total nursing staff and generally prove their worth quickly, many, now mature women, finding for the first time an opportunity to satisfy an innate urge to nurse. All are engaged solely on nursing duties, and the nursing orderlies are eligible for promotion to nursing attendants.

The part-time nurses are further divided into three categories:

Regularly employed, doing 24 to 28 hours each week on day shift or not less than three nights a week;

Reserves, on the waiting list for regular duty; *Casuals*, doing less than 24 hours day duty or less than three nights each week.

Almost all those on day duty give four hours a day for five, six, or seven days each week.

Their rates of pay are:

Day Duty	Hourly Pay
Trained nurse	2s. 6d.
Enrolled assistant nurse	2s. 0d.
Nursing attendant	1s. 9d.
Nursing orderly	1s. 6d.
Night Duty	Nightly Pay for first three nights
Trained nurse	£1 5s. 0d.
Enrolled assistant nurse	£1 0s. 0d.
Nursing attendant	17s. 6d.
Nursing orderly	15s. 0d.

The Rushcliffe committee has now approved scales for part-time ward sisters, staff nurses and enrolled assistant nurses. The main difference is that, under the Gloucestershire scheme, a trained nurse may be required to undertake the duties of ward sister or nurse and is paid 2s. 6d. an hour, whereas the Rushcliffe scale gives a ward sister 2s. 10d. a staff nurse 2s. 1d. an hour.

In addition to the pay, the part-time workers get other valuable facilities. Hired motor cars take her to and from work and she is paid for the time she spends travelling. The weekly mileage covered in this way is 7,4 at an annual cost of £10,500, or about 1 shillings a week per bed. She is given meals on duty, an attractive uniform, annual leave with pay up to 28 days, and generous sick pay.

The success of the scheme owes much to loyal cooperation and enthusiasm of matrons, who have been converted by the results achieved.

87 per cent Married Women

From the beginning, fine types of women from all ranks of society were attracted to service. At first all offers were welcomed, although some were for hours that did not coincide with duty shifts. But recruits developed a keen sense of loyalty to the hospital and were soon prepared to re-organise their home lives to fit its needs. They have met singularly few demands and have shown a real spirit of service, and desire to give of the best. Conditions and welfare are looked after by a nursing officer, and no casual observer could distinguish part-time from whole-time nurses, so close is the team-spirit binding them together.

In the first year, some 300 were enrolled of these, 72 were trained nurses, 32 enrolled assistant nurses, 92 nursing attendants, 105 nursing orderlies—clearly demonstrating that the system would have been doomed to failure had it depended on recruiting enrolled assistant nurses and trained nurses. The "wastage"—the number dropping out in the 12 months has been about ten per cent.

Part-time Nurses Enrol Join Trained Colleagues





... and Take on Most Hospital Jobs

The average age is about 39. Eighty-seven per cent are married, and ten out of eleven have their own homes. They are thus drawn largely from a labour source hitherto untapped.

In the early days, there were too few for even at week-ends, but by engaging volunteers for special week-end duty, and casuals for weekdays and Sundays only, this difficulty was met. Although, in view of the paramount need to maintain a hospital service, the expenditure was a secondary consideration, cost, including transport, proved in practice to be no more than if a full whole-time staff had been available.

Popular with Full-time Nurses

The part-time nurses have proved popular among their full-time colleagues. This is surprising, since the scheme has meant that the full-time nurses can now work an 8-hour span of duty, in place of the 13 or 14 hours often worked elsewhere which, though it includes only eight hours of duty, makes it impossible for nurses to enjoy their leisure as can the rest of us, and is probably responsible for the prevalent impression that nurses are greatly overworked.

Today, our whole-time nurses on day duty work from 8 a.m. to 4 p.m. or from noon to 8 p.m., after which they are free. Since time-off for meals was allowed to the part-timers, the same privilege has been extended to the others, thus reducing their working hours to 43 a week. The hours of night duty have been reduced to 47 a week.

In other ways, the employment of part-time nurses has meant abandoning many pre-conceived ideas and routine practices. For instance, the work is now organised in four shifts, one of 12 hours beginning at 8 o'clock at night, and three of four hours each by day. The number on night duty and the work they do has been cut to a minimum. They attend only to essential treatments and changings and to patients' needs on waking. Bed-making, blanket-bathing, and so on are left for the first day shift. This allows all patients to rest and sleep without disturbance until seven in the morning.

Many objections were raised to the proposed changes: it was feared that a four-hourly shift would unsettle the patients, especially the seriously ill, but in practice they seem to look forward to each change-over and gain immeasurable benefit by being nursed by mature

people with interests outside the hospital and able to bring the outside world to the bedside.

The scheme works best in infirmaries with a nucleus of whole-time staff. To profit by this, the organisers' aim is to keep the proportion of whole-time duty to about half that of part-time duty.

As a result of the success of this scheme in the chronic sick infirmaries, it is being extended to maternity work, and part-time midwives are now employed with equal success, while in a wing of 12 hospital beds set up at Cheltenham for operative cases of malignant disease the staff is almost entirely part-time.

Team Spirit Essential

The principle is also being extended to the Standish House Sanatorium for tuberculosis, where it is expected to provide the staff for a large number of additional beds.

The scheme has the whole-hearted support of the county medical officer, consulting medical staff, and medical officers of all the infirmaries.

Will part-time nursing soon become an integral part of hospital administration everywhere? Fifteen months' experience in Gloucestershire suggests that it will. But the system can be extended to its full capacity only if those responsible show real team spirit and the determination to make it work.

G.B.S. Brought Wit, Vigour, and Good By-Laws to St. Pancras



BERNARD SHAW (front centre) at a meeting of the first council of the borough of St. Pancras in 1900. Alderman George Horne is fourth, and the Rev. Ensor Walters second; from the right.

Fifty years ago this month, Bernard Shaw entered local government, as a member of St. Pancras Vestry, later St. Pancras Borough Council. Here A. G. EDWARDS, who was an officer of the vestry at the time, recalls.

IN 1893, I was a member of the Fabian Society and saw and heard G.B.S. many times. So when, in 1897, he became a member of the St. Pancras vestry—predecessor of St. Pancras Metropolitan Borough Council—of which I was an official, I knew that things would hum. He was not elected by vote, but became a vestryman through the instrumentality of the political “boss” of the Tottenham Court Road Ward—a very conservative ward—who did a deal with the Progressive opponent to allow three of his nominees to stand unopposed in return for three Progressive nominees.

In those days, many thought Shaw a dangerous revolutionary, and some thought him a clown. But in municipal affairs, he proved to be a thoroughly practical and diligent administrator—though never a popular one. The present council, not having known him, recently made him the first Freeman of St. Pancras.

An Active Councillor

In his first three years as a vestryman he did little that was spectacular. In the next three, as a borough councillor—the vestries became boroughs in 1900—he was most active, especially on public health, by-laws, and municipal insurance. I was present in the council chamber in November, 1900, when the first mayor was to be elected. The parties had agreed on the choice of Mr. Edmund Barnes; all was ready for a unanimous vote, and the Robe and Chain of Office (the latter provided by the late Sir John Blundel Maple, M.P.) were waiting. But when the motion was moved, up stood G.B.S., full of opposition and, against all precedent, made an eloquent 35-minute speech in which, after recounting Mr. Barnes's public career and past deeds, he concluded: “and this is the sort of man you are thinking of making the first citizen of St. Pancras!” I need hardly add that G.B.S.'s own nominee

was silently defeated—but it was an enjoyable afternoon.

When the new council started work, questions arose as to the selection of aldermen and whether they and the councillors should wear red robes and badges. G.B.S. vigorously opposed the wearing of robes, declaring that the councillors would look like a row of

“Shaw Only Once Absent”

Recalls Ald. GEORGE HORNE, J.P.

There were a number of able men and good speakers on the first borough council of St. Pancras in 1900. Shaw was a diligent member, attending all meetings of the council and its committees.

He and I were both on the public health committee and had a busy time. In my memory, he was absent from that committee only once, and when tackled said he had been receiving a deputation of German managers to arrange the production of some of his plays in Germany. He was elated over this.

I remember, too, that one morning I read in the papers of the production of one of his plays at a matinee at a West End theatre. It was a great success and at the fall of the curtain the call for the author only ceased when the manager told the audience that Mr. Shaw was not present. In fact, he was attending a sub-committee of the health committee.

pillar-boxes. He taunted them with the fact that they had not bought their robes themselves, and when one grumpy old alderman retorted that he *had* bought his, Shaw promptly rejoined with: “Yes, perhaps you. Nobody would have felt it worth while to buy yours.”

Later, when there was a number of cases of small-pox, the health committee recommended that all sanitary inspectors should be vaccinated. Shaw, a rabid anti-vaccinationist (he had himself been vaccinated and had subsequently contracted small-pox) vigorously opposed. It was impudence, he said, for a committee of laymen to seek to compel trained health experts to protect themselves; the sanitary

Shaw's Advice to Parliament

Last October, St. Pancras made “G.B.S. its first freeman. An accident prevented him from receiving the honour publicly, but he recorded the following message, which was later relayed at the ceremony:

“My old friend Lord Samuel has recently stated that there was no alternative to the Parliamentary party system in this country. He was quite wrong, because I did not begin his career as a municipal councillor.

“When I was a member of this municipality I never once had to vote on a question otherwise than on its merits, and not in the least because I belonged to this party or that party.

“Fifty years ago, instead of going into Parliament, I went into the municipality of St. Pancras. It was not that I was not pressed to go into Parliament. The Government offered me a choice selection of seats which I could not possibly win and the could not possibly win.

“In my own country of Ireland for thirty years they endeavoured to establish what they call Home Rule, and in the end it had to be fought out outside Parliament, with burned houses, broken-down bridges and men slaughtered.

“We must insist on Parliament getting back to the municipal system: the committee system; and really be able to get to work.”

inspectors were responsible men and should be allowed to do what they thought best with dictation from their employers. One old doc shouted that the members should take notice of “that scoundrel over there”—the “scoundrel” got the recommendation referred back, never to come up again.

Shaw was appointed as a delegate to conference at Shoreditch to consider advisability of forming a Municipal Mutual Insurance Scheme. He wrote a long, detailed report to the St. Pancras Council and strongly recommended it to join the scheme. As most of us now know, it has proved an unequalled success.

On the Officers' Side

Later, he was made chairman of a special by-laws committee. He devoted much time and thought to this and made a complete revision of the by-laws. Many of the affected officials, and it was always no how careful he was to safeguard their freedom.

One by-law, making it compulsory for officials to live in the borough, he threw out and another, fixing office hours at 9 to 5 and 9 to 2 on Saturdays, he altered to 9 to 1 and 9 to 1. Alas, the 5 was spotted and restored—but one o'clock on Saturdays remained. I am told that these by-laws stand as he revised them more than 45 years ago.

Once, when something affecting child was under discussion, I noted a remark of his: “The children of England are the children of a rich country and therefore should be well off”—which seemed to me a revealing philosophy of life.

He was always outspoken and vehement on behalf of any reform of the municipal machine and gave six of the best years of his life to cause of running and improving local government.

At the close of his experiences in local government, he published his book “Common Sense of Municipal Tradition” which remains today the finest case ever up for municipal enterprise.



BLUEPRINT FOR MORE COWSLIP

by "JACKASS"

king, is interested in the limestone of our surrounding hills, at present aesthetically satisfying but economically idle. A glowing picture is painted of a thriving community, pulsating with the rhythm of mechanical excavators, crushers, and mixers with every man, woman, and child over-employed from schoolroom to the grave. "Work!" reads the conclusion, "for the knight is coming."

The second section postulates a totally rebuilt Much Cowslip with four main buildings: the cement works; the "Lamb and Lion" Civic Restaurant, where food will be served with meals on request; a community centre, where every kind of entertainment will be provided "subject always to careful supervision and to the ultimate objective of inculcating into every inhabitant a sense of social duty and a knowledge of cement"; and a health centre lavishly equipped to cope particularly with those "lung diseases which are at present rare in the locality but must unfortunately be expected to increase."

The third chapter deals in considerable detail with the projects broadly indicated in the two preceding sections, and as Sir Bill Drink has said, "portrays the world of ultimate security, where every man not only wears municipally provided braces and a belt but has his pockets full of civic safety-pins." Apart from the social services, this chapter indicates how carefully rural amenities are to be preserved, even to the extent of thatching the cement factory roof.

The final portion estimates the cost at between three and four billion pounds per head

is idle to pretend that an industrial crisis is as challenging to us rural brothers to the ox," treading our patient rows, as to those who live in cities. Bedding the load means nothing while raffin, our only source of artificial light and heat, flows adequately and cheaply in the storage tank behind the hardware shop. Talk of staggering hours is academic here dawn till dusk is still the agricultural day, and a night shift a garment of long flannel. Fears for the sham palace of international finance cannot alarm a comity which counts its wealth in cows and sheep, stacked hay, and clamped potatoes. Even the rumours of impending drought and scarcities are forgotten while greasing the orchard trees, feeding the hens, and churning in the dairy. We live near the roots, and storms that wreck the intricate network of twigs above us are but distant noise.

Nevertheless, just as we pined to share the tribulations of war, we envy the city dweller his part in the economic battle, and itch to share his variations. Every day at nine and noon we unplug our wireless sets from their batteries and, if the weather is warm, turn down our stove pipes half an inch or more. We plaster our buildings with exhortations to save fuel, to work harder, to buy less, to save more, to see through, to stick it out, and to grin and bear it. We urge ourselves to do everything we dislike doing and to refrain from doing anything we enjoy. Above all, we burn—except during the forbidden hours—with a fire to plan for the future. The present, instinctively realise, is beyond all hope.

When I say we, I refer to the planning sub-committee set up by the branch executive committee to co-operate with the Council in formulating a comprehensive programme for the improvement and development of the district of Much Cowslip. The Clerk chairman by divine right, Miss Legge is secretary by coercion, and I am a member by option. We have just issued our report, a hundred page document entitled "Blueprint for More Cowslip," with foreword by the photograph of the Clerk.

There are four sections. The first analyses and summarises the prospects of industrial development, and concludes that many flourishing industries could be attracted (by offers of preferential rating and similar bribes) from Mercup Magna and Daffodil Parva—whose version to agricultural pursuits is planned in Appendix A. Special emphasis is laid on the fact that Sir Hiram Anfirem, the concrete

of the existing population. A tactful investigation has, however, furnished information which suggests that this figure—per head—may be substantially reduced in the near future. In any event, as the report indignantly concludes: "Can a nation which has spent almost as much as this on two destructive wars question the wisdom of investing in the battle for a fuller life for all?"

Ignoring uncouth suggestions, we decided that the best way to use our report was for the Clerk, as chairman of the sub-committee, to submit it to himself as Clerk and invite his comments. He replied in writing acknowledging the "very great service which your sub-committee, and particularly its chairman" had rendered in preparing "so exhaustive a survey" of the possible future of Much Cowslip. He pointed out, however, that, assuming the maximum Government grant, implementation of the entire scheme would entail a rate precept of three thousand and forty-nine pounds in the pound for four hundred years. Nevertheless, he would submit it to the Council's planning and development committee.

In the committee, the scheme was criticised on the score that no provision had been made for a bowling green, but determined support from Councillor Torpid who owns a good deal of limestone hill country, eventually ensured Committee approval. However, an amendment was successfully pressed in the full Council by Councillor McIsaacs, restricting expenditure in any one year to the product of a halfpenny rate. This made a sum of fourteen shillings immediately available, and it was resolved to award this to the Clerk "in recognition of the additional responsibilities laid upon him by the Council's adoption in principle of the proposals set out in "Blueprint for More Cowslip" (copy attached hereto). The Council also appointed a sub-committee to consider and report upon the advisability of removing the convenience in High Street to permit of a more dignified approach to the projected cement factory.

So things are moving.

at random

Thought for the Month

Too many people don't care what happens so long as it doesn't happen to them.

Limerick

There was a young fellow of Lyme
Who lived with three wives at a time,
When they asked: "Why the third?"
He replied: "One's absurd,
And bigamy, sir, is a crime!"

Bring your By-laws up-to-date

(1) At Waterloo, Nebraska, it is against the law for barbers to eat onions between 7 a.m. and 7 p.m., and at Gary, Indiana, the law forbids anyone to ride on a tramcar within four hours of eating garlic.

Headquarters' Post-Bag

"For information, I should be glad to have your terms of surrender."—Letter to NALGO Building Society.



(2) In Minnesota, it is against the law for men's and women's underclothes to hang on the same line.

by "hyperion"

Animadversion for Town-Planners

Is not the life of the individual in our large towns, near the cinema and the fried-fish shop, hideous and shameful compared with that of any savage? Is ours to be a world only of dog-races and the Cup Final? When we consider the spiritual values in our council houses, should we not envy the Papuan and the black fellow of the Torres Strait?—Architects and Craftsmen, by Sacheverel Sitwell.

Cynics' Corner

"When I contemplate humanity in the mass, I find it such a struggle to believe that most people have souls!"

"The way certain classes arrogate to themselves the title of the people has never pleased me."—Henry James.

More Crises Pending

Owing to the fuel crisis officials are advised to take advantage of their typists between the hours of 12 and 2.—Notice posted in a London Town Hall.

No Correction!

Two men were brushing snow from the road into the gutter; they were followed by two more shovelling snow from the gutter on to the road. Overcome by curiosity, a bystander inquired the reason for this strange lack of coordination.

From the first sweeper came the reply: "Oh, the other two are town men. We come under the county."

Dirty Letter?

Re appointment of Branch Librarian—the Town Clerk acknowledges receipt of your letter with reference to the above subject, which has been referred to the Director of Public Cleansing for attention.

my bookshelf — by edward kay

An L.G.O. at Sea: Britain's Worst-Blitzed Town:

Preserving Oxford: Lessons from Africa

ANOTHER kind of war record is made by JOHN BATTEN in *Dirty Little Collier* (Hutchinson, 8s. 6d.). Mr. Batten, now director of publicity at Eastbourne, spent most of the war at sea. For a time he was radio engineer in a collier plying between Tyneside and London, and derisively known to deep-sea sailors as a "weekly boat." Without ever rising above the heights of good journalism, Mr. Batten succeeds in painting a picture of dirt and boredom, occasionally diversified by the horror of an enemy attack on the convoy. His characters carry conviction. I closed his book feeling enriched by having met some of those who, bravely and unostentatiously, without bands or banners, ribbons, or even uniforms, carried out a vital war job. His plea for better conditions for British seamen is made more effective by his description of the comfort aboard an American-built ship.

A Port's War Album

LOWESTOFT is England's nearest town to Germany—in the war, only twenty minutes' flight from German-occupied aerodromes. In the 2,075 days of war its raid siren sounded 2,047 times. It was attacked by every form of aerial weapon, and claims to have suffered, in proportion to its size, more than any other town in England. FORD JENKINS, in *Port War* (W. S. Cowell, 10s. 6d.), presents its war-record mostly in photographs made as events occurred; many were taken, he says, within a few minutes of an attack. The story itself is familiar, but is well told by these vivid illustrations of the destruction which even a single raider could effect in a small town.

Civics for Boys and Girls

WHEN it was first published in 1939, *Local Services; Past and Present*, by A. L. STRACHAN, a member of Plymouth City Council, was one of a very small group of books on local government written specially for boys and girls, and, as such, was warmly welcomed. But the fourth edition, just published (Cassell, 3s.) is disappointing by modern standards. It is less up-to-date than it might have been, even allowing for printing delays (neither the 1944 Education Act, nor the recent town-planning developments are mentioned), and no clear picture is given of local government public health functions. The illustrations are sombre and the text is behind the times.

A New Plan for Oxford

OXFORD combines the defects of planlessness with the advantage of comparatively easy reconstruction to preserve its dual personality as an academic centre and an industrial town. In *The King in His Counting House* (Alden Press, price not stated) THOMAS RAYSON submits a "prospect for Oxford" which should arouse the enthusiasm of all lovers of that lovely city.

Oxford's railway stations lie on the west; its factories on the south-east. The city stands on a trunk road, and as a result, has a ceaseless stream of traffic through its heart, where are the shops, the university, and the administrative areas. By re-siting the stations to the south, completing the existing by-pass as an outer ring road, and constructing an inner ring road, all traffic needs could be met and the centre left free.

The plan has been put into words by CLIFFORD DRUCE, who, as Mr. Rayson says, "took my manuscript, which was hard, concise, and technical, and produced a soft and lucid presentation of the subject." Other technical writers could profit by this example.

Light From Darkest Africa

AS I read *Crisis in Africa*, by L. SILBERMAN (Fabian Society, 6d.) it struck me how similar were administrative problems, whether in Little Puddington or in East Africa. They all concern human relations, and will be solved only with human co-operation, whether the humans are black or white, or some of each.

Besides having been a lecturer at Witwatersrand University, travelling widely in Africa, and studying colonial administration, Mr. Silberman had his share of local government experience when helping to replan Nairobi and Mombasa. His ideas are striking and controversial, but must be studied since they throw more light on a task which we shall soon have to face.

For Health Students

A REPRINT has appeared of *Public Health and Social Services*, by Dr. D. H. GEFEN, medical officer of health, St. Pancras, and L. FARRER BROWN, secretary, Nuffield Foundation (Arnold, 3s. 6d.). It is intended for midwives and pupil midwives, but other students may find it useful as a brief conspectus. It is colourless and matter-of-fact, and is likely to make little appeal to non-specialists, but it contains the essential facts.

Have a Real Holiday This Year—with NALGO in Switzerland!

OUR cover picture this month—showing Muerren nestling among the snow-covered peaks of the Bernese Oberland and dominated by the towering Jungfrau—indicates the type of country in which scores of NALGO members will be spending their holidays this year under the Association's revived continental holidays programme and where, in addition to sunshine and incomparable scenery, they will enjoy the almost forgotten delights of an austerity-free existence.

Although printing of the detailed programme was delayed by the fuel crisis, it is now due, and copies will be distributed to branches as soon as they arrive. Bookings are now being accepted.

All arrangements made for travel, sightseeing and accommodation bear the NALGO hall mark—a careful assessment of members' needs and ample provision for their comfort. All hotels recommended have been personally inspected and selected by an officer of Headquarters staff.

The charges cover first-class boat travel—by the 3½-hour route between Dover and Ostende—second-class rail travel, and reserved seats on outward and homeward journeys, evening meals and breakfasts en route, free baggage insurance up to £50 and free transport of baggage, (except for porters' tips) between hotel and station. The embarrassment of tipping hotel staff is avoided, since gratuities are included in the charges.

The five main holiday centres are Interlaken, Lucerne, Lugano, Montreux, and Locarno at which prices are quoted for ten-day and 17-day holidays, allowing seven nights and fourteen nights respectively at the resort chosen. Costs can best be indicated by two typical examples:

At Lugano, where the member will occupy a "superior" room—the best at the Hotel Bellerive Ziebert the charge for a ten-day holiday is £29, and for 17 days is £37 4s. This includes:

A whole-day motor coach tour to St. Moritz or Milan;
Season ticket for local bus and tram services, and on the funicular railway;
Lake steamer trip to Capolago and thence by cog-wheel railway to Monte Generoso to an altitude of 5,000 feet; and
Free admission to the Lido, tennis courts, Kursaal, and Friday evening entertainment.

The Skilled Social Worker

"EACH measure of social legislation demonstrates the need for more skilled workers"—so says *The Practice of Social Work* (British Federation of Social Workers, 1s. 6d.), a report on a course of training, supervision of practical social work, held at Hillcroft College, last spring. There are enough places in the universities to train numbers required; so the art and organisation of teaching must be scientifically and economically planned.

Indians, For The Use Of

B. SEN, in *A Short Sketch of English Local Government Administration* (Stevens, 3s.), tried to compress fact and interpretation into a 58-page document which he hopes may be of service to Indian students. Perhaps it will. English readers will admire the well-intentioned if naïve eulogy of their institutions.

Food and Drugs

THOSE interested in food and drugs will welcome the publication of STEWART SWIFT's *Food & Drugs Administration* (Buttworth, 40s.), a comprehensive and well-arranged treatise on a complex subject. Its layout and index make it first-rate for reference but it is for qualified folk, rather than students, though the latter might find it useful in the advanced stages of their studies if it is supplemented by practical instruction.

Mr. Swift is chief sanitary inspector Oxford.

At Interlaken, staying at the Splendid Hotel again in a superior room, the charge for ten days is £28 17s., and for 17 days £38 5s. 6d. This includes:

Season tickets for 200 kilometres travel on mountain railways and lake steamers;
Free admission to swimming pools, bath beaches, cinemas, Kursaal, and to a choice of two local places of interest.

The Two-Centre Holiday

Seventeen-day holiday makers may, if they choose, spend the first week at one centre and the second at another. A week at Hotel Splendid Interlaken, and at Hotel Montana, Lucerne, would cost £42, or at Hotel Bernerhof, Interlaken, a Hotel Lloyd National, Lugano, £42 14s. Members splitting their holiday in this way are entitled to all free local facilities and excursions at both centres.

"See-Switzerland" Motor Tours

For those who want to skim the cream of Swiss scenery in 14 days, NALGO offers a 55-guinea motor-coach tour beginning in Paris and going via the Vosges mountains to Lucerne, Interlaken, Berne, Fribourg, Montreux, Autun, Lausanne, Pontarlier and spending three days at Lucerne, two at Interlaken and one at Montreux. Travel to Paris is first-class on both boat and train. Another itinerary, including Stresa, Rhone Valley, Lugano, Como, St. Moritz, and Lucerne, is scheduled at 57 guineas.

By Air to Zurich

This year's new feature is travel by air from Gatwick to Zurich in six-seater Avro Anson, renowned for their remarkable steadiness in flight and reliability. The flight takes only 3½ hours compared with approximately 23 hours by boat and train, and the additional cost is about £10 head. Parties of six can charter a plane to take them when they wish at no extra charge.

Pocket Money

Each adult is allowed not more than £75, and each child under 16 not more than £40, to cover all holiday expenses except travel tickets bought in England. Each member booking through NALGO is told what will be allowed him for personal expenditure. All must possess a valid passport bearing a Swiss visa.

NALGO diary—by "abingdon"

Darlington Biggest 100% Branch? A Chance for Women : Jobs with UNESCO : NALGO Girl in Moscow

WHEN, if ever, will NALGO's membership reach its peak? It has grown rapidly since 1905 and reached 150,000 earlier this year. How far, today, are we from enrolling every eligible member?

To get some idea, I asked my spies to send me names of all the branches they knew boasting a hundred per cent membership. The list now is certainly incomplete and I therefore invite the secretaries of all other branches which have enrolled all their eligible members to send in their claims to me for publication. So far, only four have done so. The South Eastern district for the most number of branches on the list, and the North Eastern for the biggest 100 per cent branch—Darlington, with 357 members.

Members or less

Garforth	Portslade-by-Sea
Godalming	Rawmarsh
Hartlepool, gas	Rye
and water	Sevenoaks Urban
Hetton-le-Hole	Sittingbourne
Hexham	Spennymoor
Horbury	Strood
Lancaster	Swaencombe
Littlehampton	Tenterden
Mirfield	Thorpe
Normanton	Washington
Northfleet	Wellborough

to 100 Members—Maidstone, Malling and Holling-
ton, Rotherham rural, Seaham, Walsend, and
of England Electricity.
1 to 300 Members—Kilmarnock.
1 to 400 Members—Darlington.
Darlington's achievement is particularly notable
view of the much greater difficulty of attaining
100 per cent membership in a big branch than in a
small one.

read and Butter" First

"ET your 'bread and butter' professional or technical qualification before sitting for your diploma in Public Administration," was the advice given by JOHN H. WARREN, M.A., D.P.A., general secretary of NALGO, to 130 students at a week-end school organised by the Metropolitan area education committee recently at St. Leigh, Hoddesdon.

There was no evidence, said Mr. Warren, that local authorities were yet appointing lay administrators as principal officers instead of men and women with professional or technical qualifications; in fact, the reverse was the case. Other speakers were: CHARLES BARRATT, town clerk, Darlington; Alderman T. W. BURDEN, M.P., and R. ILLERSICH, B. Com., lecturer in public administration, University College of the South. Representatives of the Yorkshire and Northern districts and observers from Haifa and London also attended the school.

versity Culture for Women

THERE are a few vacancies for non-graduate women students at whole-time six-week extended study courses at Girton, Cambridge, St. Hilda's and Lady Margaret Hall, Oxford. Details of the course are:

Individual coaching by University teachers;
Attendance in one of the finest women's colleges in the country for £5 a week;

Contact with university students and staff; and
Free correspondence tuition during the winter months.

The courses are cultural, not vocational, and students must undertake to continue study by attending or evening classes, and to return to the university the following summer and, if possible, a third holiday course.

Co-operation of employing authorities would be necessary, since it would be undesirable for any employer to devote the whole of her annual leave to study for two or three years. In addition, employers would have to pay travel and incidental expenses so that paid leave or a bursary would be desirable.

Those interested should write to Lady Howard, Liskeard Gardens, London, S.E.3.

ESCO Wants Experts—and Pays Dollars

UNESCO, in a hurry to build up a staff, has invited me to help it recruit administrative and other workers. Its Headquarters is in Paris; it pays in dollars (now approximately four to £1); but it insists on a knowledge of French

or Spanish. The following posts are vacant (the salaries given are subject to revision when a classification system is established):

Head National Sciences Section \$7,820 to \$10,000.

Librarian, \$5,015 to \$6,970.

Comptroller, Personnel Officer, Budget and Administrative Planning Officer, Officer in charge of Conferences services, and Officer in charge of Internal Services, each \$6,970 to \$8,500.

Legal counsel, \$6,245 to \$8,500.

Statistician, \$5,610 to \$7,820.

Three Recruitment and Replacement Officers, between \$2,865 and \$5,015, according to responsibility. Classification and wage administration officer, \$3,205 to \$4,005.

Two Classification Assistants, personnel section, between \$2,050 and \$2,560 according to responsibility.

Chief Clerk, personnel section, \$2,050 to \$2,285.

Welfare Officer, \$2,865 to \$3,580.

Assistant Welfare Officer, \$2,285 to \$2,560.

Six Budget and Administrative Planning Assistants, between \$2,560 and \$5,015, according to responsibility.

Bilingual secretaries, \$1,640 to \$2,560.

Secretaries, \$1,460 to \$2,285.

Bilingual shorthand-typists, \$1,640 to \$1,835.

Shorthand typists, \$1,460 to \$1,640.

Copy typists, \$1,175 to \$1,460.

Application forms from Deputy Director-General, UNESCO, 19, Avenue Kléber, Paris, 16me. Please do not write to NALGO.

Happy Memorial Idea

CONSETT Branch, to commemorate its war dead, has presented a unique little memorial to its council. It is an oak chair—suitably inscribed for the council chamber.

Ex-President's New Job

THE National Executive Council is soon to lose one of its best-known figures, F. H. HARROD, immediate past president of NALGO. Mr. Harrod left Coventry, where he had been its director of education for 24 years, in March, but he will not allow himself the luxury of retirement. Instead, he has been appointed by the Ministry of Education as Secretary to the Committee for the Education of Poles in Great Britain under the Polish Resettlement Act.

Mr. Harrod first sat on the N.E.C. in 1935, was its chairman from 1941 to 1943, was a member of the NALGO Reconstruction Committee and, since October last year, has been chairman of the Midlands Regional Council of the United Nations Organisations.

Ex-Member Bevin Girl!

ANNA MCINTOSH, former assistant secretary, Aberdeen and district branch, who left the service this year for the Foreign Office, has spent most of her time since then in Moscow working for the United Kingdom delegation to the Council of Foreign Ministers.

"We are living at the most dreadful pace," she wrote me last month. "When we do evening duty we are never finished until two or three o'clock the next morning, and into our time off we cram all the sightseeing possible. Seeing the Kremlin took 3½ hours, walking all the time.

"We get the 'diplomatic rate' of 48 roubles to the pound, but one cannot do much with that when a cake of toilet soap costs 50 roubles—as it does in the hotel shop.

"My first impression was that the Russians were drab and poorly-dressed, but although there are few mink coats about, the girls certainly take trouble with their appearance. The hairdressers were quite shocked when I would not let them curl my eyelashes."

Branch Officer in Epidemic

DR JAMES O'CONNOR, acting medical officer of health at Scunthorpe, and Nurse MASTERS, the infectious diseases nurse, who both fell victims to the recent small-pox outbreak they were trying to control, are members of the Scunthorpe branch—and Nurse Masters has sat on the executive for the past five months. Their experience shows that local government is not always the "safe" employment its critics allege.

Pity the Bookless Student

TO help NALGO students working under the disadvantage of a nation-wide text-book famine, would members having the following

books and willing to sell or lend them, please write to me at 24, Abingdon Street, Westminster, S.W.1? The books wanted are: *Municipal Book-keeping*—McCall; *Principles of Logic*—Bradley; *A Modern Introduction to Logic*—Stebbing; *Community*—MacIver; *Principles and Laws of Sociology*—Pheps; *Cultural Evolution*—Ellwood; *Economics*—Benham; *Office Organisation*—Rowland; *Local Government of the United Kingdom*—Clarke.

A Break for Nurses

THE first permanent "rest-breaks" house for nurses and midwives has been opened in Barton-on-Sea, Hampshire. The charge for fully-trained nurses is three guineas a week and for those in training, two guineas. Those interested should write to the Warden, Barton House Hotel, Barton-on-Sea, Hants.

This Local Government!



"RESOLVED: that this committee do not countenance the taking home of cars for lunch."—Official Minute. Five shillings for the above goes to J. S. BIRD, secretary, Loughborough branch.

NALGO Colours

I HEAR at Headquarters that there are plenty of NALGO ties for 6s. 6d. and 1 coupon, and buttonhole and brooch badges at 1s. 3d. each, but no blazers. Write to 24, Abingdon Street, Westminster, S.W.1.

"PROgress" Wanted

BACK numbers of "PROgress," NALGO'S bulletin of public relations affairs, are becoming rare, if not precious. TERENCE USHER, information officer, Manchester, would like copies of numbers 2 and 3. Can any member oblige? If so, please send to me.

Obituary

We regret to record the death in March of R. J. PITCHER, borough treasurer, Bury St. Edmunds, first chairman of the branch.

House Exchange Service

Members are allowed one free insertion. BARNEHURST—House with 2 bed., 2 rec., bathroom, garage; or similar house with 3 bed.; or upstairs maisonette with 3 rooms, bath and kitchenette; in exchange for dwelling in EXETER-EXMOUTH area or S. Devon coast.—Aslett, 58, Appledore Avenue, Barnehurst, Kent.

DOVER—Mod. 6-room, semi-det. house in exchange for similar house near UPMINSTER, Essex.—Woolmans, 170, Lewisham Road, Dover.

ENFIELD WEST—Semi-det., 3 bed., 2 sit., house with garage for similar house or bungalow near NEWPORT, Mon.—Stebbing, 60, Lowther Drive, Enfield.

LIVERPOOL—Mod., sunshine, semi-det., 3 bed., house with garage space for one in MANCHESTER.—Stocks, 3, Lisleholme Road, West Derby, Liverpool, 12.

STAFFORD—Mod. 3 bed., house for similar one in LONDON or HOME COUNTIES.—Burr, 8, Chase Crescent, Brocton, Stafford.

TUNBRIDGE WELLS—Mod. flat with 3 rooms, kit. and bath, for flat or house near STAFFORD.—Gilbert, County Buildings, Stafford.

WESTCLIFF—10-room house, 1 min. sea, for flat in LONDON.—Allison, 44, Lucas Avenue, Rayners Lane, Middx.

Annual Increments

In reporting, last month, the National Joint Council decision that, in future, all increments above the General Division would be granted on the first pay-day after March 31, we said that, in the General Division, increments would continue to be payable on the first pay day after the officer's birthday. This should have read "The first day of the pay period following that in which the officer attains the stated age."

AMENDMENTS TO CONFERENCE AGENDA

WITH the receipt of amendments to the notices of motion published in last month's journal, the agenda for the Association's annual conference, to be held at the Floral Hall, Southport, on June 10, 11, and 12, is now complete.

The amendments are published below. In view of the great number, and the restricted size of the journal, we have been compelled to adopt a number of devices to limit the space they occupy. Where there is no amendment to a notice of motion, the notice of motion has not been reprinted. Where there is one amendment only, its effect has been shown by reprinting the notice of motion to which it refers with the proposed alterations indicated. And where an amendment refers to a part only of a lengthy notice of motion, its effect only has been given.

The names of those branches, or other bodies, originally tabling the motions are given in brackets immediately after the titles of the motions.

The agenda is still subject to co-ordination and consolidation by the agenda committee. Copies of the final document will be sent to delegates on May 27.

9. Annual Report of the National Executive Council.

Para. 13. Local Joint Committees.

Amendment by Bethnal Green Branch.

That this Conference is of opinion that paragraph 13 of the Report is unsatisfactory, inasmuch as the 1946 Conference instructed the National Executive Council to "initiate a campaign" for the establishment of Local Joint Committees throughout the local government service, and accordingly refers back this paragraph with a request for immediate action on these lines.

Para. 14. National Scales : London Weighting.

Amendment by Bethnal Green Branch.

That this Conference is of opinion that paragraph 14 of the Report is unsatisfactory, and regrets that the reference from the 1946 Conference has not been proceeded with more speedily.

Para. 26. Assistance to Branches.

Amendment by South Wales and Monmouthshire District Committee and Glamorgan Branch.

That this Conference is satisfied that there is an urgent need for the granting of financial assistance to large Branches of the Association for the carrying out of secretarial duties hitherto performed by honorary officers and directs the National Executive Council to expedite their consideration of this matter and to give early and adequate assistance in any case where the need is established. Conference further directs that a full report on the whole question shall be presented to the next Conference.

Para. 39. Salaries of Registrars of Births, Deaths, and Marriages.

Amendment by Southwark Branch.

That the National Executive Council endeavour to secure the application to Registration Officers of the Salary Scales and Conditions of Service of the National Charter.

10. Scale of Subscriptions. (N.E.C.).

Amendment by Leicester Branch.

That the first two stages in the scale of subscriptions be amended to 6d. monthly on salaries not exceeding £60 p.a. (instead of 52s) and to 1s. 1d. monthly on salaries exceeding £60 (instead of 15s) but not exceeding £120.

Amendment by Blackburn and District Branch.

That the scale of subscriptions be amended and continued as follows :

Total Salary	Monthly Subscription
Over £450 but not over £550	3s. 4d.
Over £550 but not over £650	3s. 10d.
Over £650 but not over £750	4s. 4d.
Over £750 per annum	4s. 10d.

Amendment by the Sheffield Branch.

That this Conference is of opinion that the present rates of subscription, based as they are on salaries which bear no relation to the National

Scale of Salaries, impose a comparative hardship upon officers in the General Division, and that such rates be therefore amended, as follows :

Total Salary	Monthly Subscription
Not exceeding £150	6d.
Over £150 but not over £220	1s. 1d.
Over £220 but not over £300	1s. 8d.
Over £300 but not over £400	2s. 2d.
Over £400 but not over £550	2s. 9d.
Over £550 but not over £700	3s. 4d.
Over £700	4s. 0d.

Amendment by West Cornwall Branch.

Substitute for paragraph 6 : "The percentage of the total amount collected in subscriptions during each year to be retained by all Branches shall be 35 per cent, and an extra 5 per cent to be granted to any Branch at the discretion of the District Committee of its area."

Amendment by Sleaford and East Kesteven Branch.

Increase from 35 to 40 per cent the percentage of subscription income retained by other than county branches.

11. Compulsory Membership of B. and O. Fund. (Sunderland.)

Amendment by the West Cornwall Branch.

Substitute for the last paragraph of the motion : "And further, the subscription for all life members of the B. and O. Fund be increased to five guineas."

The last paragraph of the motion reads : "And further, that the rule for life membership of the B. and O. Fund be abolished, but without prejudice to the rights of existing life members."

12. War Memorial—Knole Lodge. (London and Home Counties J.E.A.)

Amendment by North Eastern District Committee.

Add the words in bold type : That the charges in operation at Knole Lodge be reviewed and revised in relation to members of the lower grades and members of the Benevolent and Orphan Fund.

13. Guest Houses for Retired Members. (Woolwich.)

That this Conference urges the National Executive Council to give consideration to the provision of self-supporting nursing homes in which aged and infirm retired members of the Service, including wives, husbands, widows, and widowers of members, could be provided with nursing facilities.

Amendment by Cornwall County Branch.

After "widowers" in line 6 insert "and dependent relatives."

Amendment by South Shields Branch.

Delete "self-supporting" in line 3.

NATIONAL CHARTER

14. Charter as a Minimum. (Metropolitan District Committee.)

Amendment by Bexley Branch.

Delete word in square brackets and add words in bold type : That this Conference declares that the policy of the Association is to establish the [Charter] conditions of service in the Charter as distinct from salary scales as a minimum, and instructs the National Executive Council to take every possible step to that end.

15. Charter as a Minimum. (St. Pancras.)

Amendment by the Sutton and Cheam Branch.

Add the words in bold type : That this Conference urges the National Executive Council to use all possible influence on the National Joint Council to obtain recognition of the Charter salaries and conditions of service as a national minimum standard and that employing authorities giving better conditions should not be discouraged from so doing and that any variations in the National Scheme of Conditions of Service be negotiated on a national basis in accordance with the principles of Whitleyism and the declared policy of the National Association.

18. Scales. (Norwich.)

Amendment by Warrington Branch.

Delete word in square brackets and add words in bold type :

(a) That this Conference is of the opinion that the minimum salary of the General Division is quite insufficient, and the rate of progress to maximum salary far too slow, to attract candidates of a suitable type to Local Government Service, or to encourage existing officers to remain therein, and therefore instructs the National Executive Council to press [immediately] as far as possible for a complete revision of the General Division scale of salaries.

(b) That the National Executive Council should press forward at the same time for a general improvement in the scales of the Miscellaneous Division.

24. General Division. (Birmingham.)

That the age-salary scales for the General Division commence at higher minima than present and that the increments thereafter provide the present maxima at the age of 26 years.

Amendment by Birmingham Branch.

Insert at beginning of motion : "That this Conference is of opinion."

Amendment by Lancashire County Branch.

That this Conference instructs the National Executive Council to formulate and press for amendment to Article 21 of the Charter so that the General minima shall be £140 per annum for males and £112 per annum for females at the age of 16 years, and that the maxima shall be £300 per annum and £240 per annum respectively to be attained at the age of 26 years.

25. Increase of Scales. (Stepney.)

Amendment by the Huddersfield Branch.

Delete the words in brackets and add words in bold type : That this Conference instructs the National Executive Council to formulate and press for an amendment to Paragraph 21 of the Charter [so that the General and Clerical Grades be combined, and the sum of £60 be added to the basic salary of age in the scale, rising to a maximum of £ per annum at the age of 30 years] so that General and Clerical Grades be more closely allied by the introduction of an intermediate overlapping grade of £275 to £330 for males, £220 to £265 for females.

26. Grades for Typists and Shorthand-Typists. (Coulson and Purley.)

That this Conference instructs the National Executive Council to urge the National Joint Council to institute proficiency increases and separate grades for typists and shorthand-typists on the lines adopted in the Civil Service.

Amendment by Salford Branch.

Delete "and" in line 4 and after "shorthand typists" insert "and machine operators."

Amendment by Southampton Branch.

Delete "proficiency increases or" in line "and" in line 4, and "on the lines adopted in the Civil Service" in line 5 ; after "shorthand typists" in line 4 insert "and machine operators."

Amendment by Bootle Branch.

After "for" in line 4 insert "machine operators."

Amendment by Holborn Branch.

After "for" in line 4 insert "machine operators and supervisors thereof" ; at the end of motion add "for typists and shorthand-typists."

Amendment by Luton Branch.

At the end of the motion add : "and six increases or grades for machine operators."

27. Application of Scales. (Plymouth.)

The Plymouth Branch strongly deprecates invidious anomalies which have arisen as result of compliance with clauses 21 to 41 of National Charter, which provides for the appointment to the permanent staffs of inexperienced clerks over 30 years of age at the maximum salary of the General Division, whilst insures that officers with life-long service in local government shall progress to that same maximum four six-monthly increments to their salary, the date of the adoption of the Charter by authorities. The Plymouth Branch proposes, therefore, that in the interest of local govern-

ally, immediate action shall be taken to remove these anomalies and thus enable all officers to regain their rightful positions of seniority, of which so many have been deprived.

Amendment by Bristol Branch.

After "anomalies" in line 15 insert "with retrospective effect to 1st April, 1946."

Amendment by West Suffolk and District Branch.
After "seniority" in line 16 insert "retrospectively to 1st April, 1946."

OFFICERS A.G.M.s

NOTICE IS HEREBY GIVEN that the annual general meetings of the NALGO Provident Society (No. 1580—London), the NALGO Building Society (No. 8048—London), the National and Local Government Officers' Insurance Association Ltd.—Logomia (No. 2898—London), and the NALGO Approved Society (No. 1580), will be held at the **Floral Hall, Southport**, on **Monday, June 13, 1947.**

Times and agenda for the meetings are:

30—Provident Society

Minutes of last meeting.
Election of Committee of Management.
Financial Statement and Balance Sheet.
Annual Report.
Appointment of Auditors.
Alterations of Rules 8(2), 11(2) and (4), 19(1), 24(2), and 26(4).
Other business.

30—Building Society

Minutes of last meeting.
Correspondence.
Election of Committee of Management.
Appointment of Auditors.
Financial Statement and Balance Sheet.
Annual Report of Committee of Management.
Notices of Motion.
Other business.

30—Logomia

Minutes of last meeting.
Report of the Board of Management.
Accounts and Balance Sheet.
Alteration of Rule 62.
Election of one member of the Board of Management.
Election of Auditor.
Other business.

0—Approved Society

Minutes of the last meeting.
Ministry of National Insurance Auditor's Financial Statement, 1945.
Annual Report of Committee of Management.
Appointment of Accountant.
Notice of Motion by Committee of Management that J. E. JENKINS, Financial Officer of the National Association of Local Government Officers be elected as Accountant of the NALGO Approved Society.
Election of President.
Election of Vice-Presidents.
Election of Committee of Management.
Other business.

Application of Scales. (Gateshead.)

Amendment by West Suffolk and District Branch.
Delete words in square brackets and insert in bold type:

"At this Conference considers that the national scale of salaries, apart from the General Division, is being uniformly applied, and, therefore, the National Executive Council to [obtain information from the various branches] the National Joint Council to collect the information from the various authorities with a view to ascertaining the general position throughout the country, so that consideration may be given to any further action necessary to obtain uniformity."

No Detriment Clause. (Woolwich.)

Amendment by Hayes and Harrington Branch.
Delete words in bold type: "That the National Executive Council be instructed to take every possible step to secure a general 'no detriment' clause in the National Charter and that such 'no detriment' clause apply as from the date of adoption of the Charter."

32. Grading Proposals for Staffs Likely to be Affected by Legislation. (Middlesex.)

That the National Executive Council be asked to negotiate grading proposals on a national basis without delay for officers likely to be affected by pending legislation.

Amendment by Hertfordshire County Branch.

After "proposals" in line 2 insert "subject to comprehensive 'no detriment' arrangements."

Amendment by Northmet Branch.

At end of motion add: "provided (a) no negotiations are entered into likely to delay the 'recognition' of Company Branches and the setting up of Whitley machinery for such Branches as an interim measure, and (b) that such negotiations shall be without prejudice to the rights and grading that company officers may have obtained in the interim period."

Amendment by West Riding County Branch.

That this Conference views with grave concern the delay by the staff side of the National Joint Council in considering the salary scales for social welfare staffs agreed by the Joint Consultative Committee in May, 1946, and urges the National Executive Council to instruct its representatives on the staff side of the National Joint Council to negotiate grading proposals on a national basis for officers likely to be affected by pending legislation without further delay.

33. Advertisement of Vacancies. (Chislehurst and Sidcup.)

Amendment by South Eastern District Committee.
Delete word in square brackets and insert words in bold type: "That this Conference instructs the National Executive Council to make representations for the inclusion in the National Charter of a clause: 'That all permanent appointments (other than posts in the General Grade) to the staffs of employing [local] authorities, except where any such appointment is to be filled from staff already employed by the appointing authority shall be advertised nationally as well as locally.'"

34. Submission of Testimonials With Applications for Appointment. (Richmond, Surrey.)

That this Conference expresses the opinion that the requirement by employing authorities of the submission of testimonials in the initial stage of the making of applications for appointments now has little or no significant value and therefore requests the National Executive Council to take any action open to it to persuade employing authorities to restrict this requirement only to those applicants selected for interview.

Amendment by Carshalton Branch.

Delete "the initial stage of" in line 3 and all words after "to" in line 8, and insert "ask for names of referees only when inviting applications."

Amendment by Dudley Branch.

Delete all words after "to" in line 8 and insert "to ask for names of referees instead of testimonials."

Amendment by Leicestershire Branch.

Delete all words after "to" in line 8 and insert "ask for the names of not more than three persons to whom reference may be made, in lieu of asking for the submission of testimonials."

35. Recognition of Examination Successes. (Sunderland.)

Amendment by Newport (Mon.) Branch.

Add words in bold type: "That Paragraph 29 of the National Charter be deleted and the following substituted:

"The gaining of intermediate or final examination diplomas contained in Appendix B by officers paid in accordance with the General Division should be recognised by a monetary grant of £10 per annum in respect of the intermediate examination and of an additional monetary grant of £10 per annum in respect of the final examination unless the possession of the particular diploma is a condition of the appointment."

Note.—Paragraph 29 reads:

"The gaining of intermediate or final examination diplomas usually recognised by local authorities and applicable to the department in which the officer concerned is employed, should be recognised by a monetary grant of £15 in respect of the intermediate examination and of £30 in respect of the final examination unless the possession of the particular diploma is a condition of the appointment...."

36. Promotion from General Division. (Sunderland.)

That all necessary steps be taken to amend Paragraph 28 of the Charter by the addition of the following proviso:

"Provided that this clause shall not apply to officers who were in the employ of the authority on the 1st April, 1946, and had on that date either 15 years' service or had reached the age of 35 years."

Amendment by N.E. District Committee.

Delete all words after "date" in line 6 and insert "ten years' service."

Amendment by Darlington and District, Stepney, and Wimbledon Branches.

Substitute "10" for "15" in line 7 and "30" for "35" in line 8.

Amendment by Glasgow Branch.

After "Charter" in line 2 insert "and paragraph 24 of the Scottish Charter"; at the end of the proviso add: "but shall apply to officers who are required to pass specified examinations."

Amendment by Inverness Branch.

Delete "either" in line 7 and substitute "and" for "or" in line 7.

Amendment by West Suffolk and District Branch.

After "service" in line 7 insert "including war service if any."

Amendment by Northmet Branch.

After "service" in line 7 insert "including service in H.M. Forces."

Amendment by Salford Branch.

Delete "either" in line 7 and insert "at least"; delete "or had reached the age of 35 years."

37. Examination Bar to Promotion. (Bristol.)

That the operation of clause 28 of the National Charter (promotion from the General Division) bears hardly on officers returning from service in H.M. Forces having regard to the lack of facilities for study and the loss of normal business and academic contacts and that, in respect of the officers referred to who were in the Local Government Service prior to the adoption of the Charter, this Conference instructs the National Executive Council to press the National Joint Council for a revision of clause 28 so as to allow for a special assessment report by the head of the department

CONFERENCE TIMES

Conference, meeting at the Floral Hall, Southport, on **June 10—12 inclusive**, will sit from 9.30 a.m. to 12.30 p.m. and from 2.30 to 5.0 p.m. each day unless otherwise decided.

to establish an officer's eligibility for promotion from the General Division to a higher grade without examination.

Amendment by Bognor Regis Branch.

At end of motion add "it being obligatory upon the officer to secure an appropriate examination before he shall be considered for a further promotion from the higher grade in question."

Amendment by Glasgow Branch.

After "Division" in line 2 insert "and clause 24 of the Scottish Charter"; after "Council" in line 10 insert "and the National Joint Industrial Council (Scotland)"; after "clause 28" in line 11 insert "of the Charter and clause 24 of the Scottish Charter."

Amendment by Wimbledon Branch.

Delete "from the General Division" in line 14.

38. Examination Bar to Promotion. (St. Pancras.)

That this Conference urges the National Executive Council to attempt to persuade the National Joint Council to waive the examination for promotion out of the General Division in the case of members of the staff in the service of the authority at the date of adoption of the Charter.

Amendment by the South Wales and Monmouthshire District Committee.

Delete "at the date of adoption of the Charter" and insert "on or before the 3rd September, 1939."

Amendment by West Suffolk and District Branch.
Delete "at the date of adoption of the Charter" and insert "aged 27 years or over at 1st April, 1946."

Amendment by York Branch.

That this Conference instructs the National Executive Council to take steps to persuade the National Joint Council to delete clause 28 of the National Charter.

40. Annual Reports. (Hants County.)

That this Conference instructs the staff representatives of the National Joint Council to press for the deletion of Paragraph 24 of the Charter.

Note.—Paragraph 24 reads:

In order that the qualifications of officers who are considered for promotion may be systematically recorded and readily available, and in order that such qualifications may be estimated in accordance with a common standard, there shall be introduced a system of annual reports. Reports are to be made by a certifying officer (officer in charge of the section or group in which the officer to be reported on is working) and countersigned by the head of the department. The annual reports shall be submitted to the establishment committee of the employing authority by the Clerk, and it shall be the duty of the Clerk to secure that the reports are systematically prepared in accord with a common standard. An adverse report shall be shown to the officer concerned. This system shall apply to all officers within the salary scales subject to the reservation that in the case of officers with salaries above £500 per annum it will be open to the local authority to waive the use of annual reports at their discretion, if circumstances render such a course desirable.

Amendment by Kent County Branch.

Delete "deletion" in line 3 and substitute "amendment"; add at end of motion "by the substitution of the word 'Each' for the words 'An adverse' in line 13 of Paragraph 24 of the Charter as set out in the agenda, and the addition of the word 'privately' after the word 'shewn' in line 14 of para. 24."

Amendment by Manchester Branch.

Delete all after "press for" in line 3 and substitute "the alteration of Paragraph 24 of the Charter to provide that all reports, whether adverse or not, shall be shown to the officer concerned."

Amendment by Stepney Branch.

That in substitution for Paragraph 24 of the Charter, Heads of Departments should be required to submit a report that the conduct, work, and progress of the officer concerned, has been satisfactory.

42. Welfare of Staff. (Hants County.)

That this Conference urges all local authorities to take every possible step to implement Paragraph 20 of the National Charter to ensure that adequate provision is made for the welfare of the staff, with particular reference to rest-room facilities for female staff. The actual conditions under which staff work should be considered both from the psychological and physical aspects and necessary improvements put in hand as soon as practicable.

Amendment by North Western and North Wales District Committee.

Delete "with particular reference to" in line 5 and insert "including."

Amendment by West Cornwall Branch.

Add "and that the National Joint Council be requested to draw up certain minimum standards for office accommodation in the local government service."

43. Staff Canteens. (Leicestershire.)

That the National Executive Council be requested to make representations to local authorities for the provision of staff canteens.

Amendment by Croydon Branch.

That this Conference requests the National Executive Council to approach the National Joint Council with a view to obtaining a recommendation that Local Authorities should provide staff canteens managed by joint committees of the councils and the staffs.

44. Appeals Under Grading Schemes. (Stockport.)

Amendment by Salford Branch.
Delete the words in brackets and add those in bold type: That this Conference is seriously

concerned with the delay in dealing with grading appeals by some local authorities, and suggests that the National Joint Council should require these authorities to reach their decisions [within a specified period,] within three months of the lodging of the appeals, failing which the cases shall [be] stand referred to the Provincial Whitley Council for decision.

49. Cost of Living Bonus. (Scottish District Committee and Edinburgh.)

That this Conference

(a) considers that the present cost of living bonus is totally inadequate; and
(b) instructs the National Executive Council to take all necessary steps at the earliest possible

P.R., EDUCATION, AND EDITORS' MEETINGS

Meetings of branch public relations officers (9.30 a.m.), education correspondents (2.30 p.m.), and branch magazine editors (2.30 p.m.) will be held on June 9.

All Conference delegates, and all branch public relations officers, education correspondents, and magazine editors who, though not delegates, are able to attend, will be welcome at the meetings.

opportunity to have the bonus completely revised with a view to a substantial increase so as to bring it in line with the actual present-day cost of living.

Amendment by Derbyshire Branch.

Add "and at the same time to take steps to have the revised bonus consolidated in the basic salary."

Amendment by West Cornwall Branch.

Add "and (c) instructs the National Executive Council to take all necessary steps to see that the cost of living bonus is paid under all grades of the National Charter, for past and future appointments."

55. Working Hours. (Gateshead.)

That the National Executive Council be instructed to take the necessary steps to obtain an amendment to the terms and conditions of the National Charter with a view to the institution of a 35-hour week in place of the 38 hours at present laid down.

Amendment by Dudley Branch.

That in view of the national economic situation, the present is not the appropriate time to press for any reduction in working hours.

56. Five-Day Week. (Richmond, Surrey.)

Amendment by Wimbledon Branch.

Delete words in brackets and add those in bold type: That the members of the staff side of the National Whitley Council be instructed [to press] at an opportune time to consider the question of pressing for the institution, within the provisions of Paragraph 9 of the National Charter, of a five-day working week in the Local Government Service.

58. Saturday Morning Leave. (Chislehurst and Sidcup.)

That this Conference instructs the National Executive Council to formulate a scheme, with a view to its adoption by the National Joint Council, whereby members of the administrative, professional, technical and clerical staffs of local authorities obtain one Saturday morning leave in each three weeks, provided always that in the aggregate the terms of Paragraph 9 (office hours) of the National Charter are observed.

Amendment by Surrey County Officers Branch.

Delete "one Saturday morning leave in each three weeks" in lines 6 and 7 and insert "Saturday morning leave on alternate Saturday mornings."

Amendment by Walsall and District Branch.

Delete "one" in line 6, and substitute "alternate" for "each three" in line 7.

59. Annual Leave. (Plymouth.)

That the annual leave allowance specified in Paragraph 11 of the Charter is inadequate, and compares most unfavourably with the conditions applicable to the national Civil Service, and in

view of the disparity between the General Division and Miscellaneous Division I (15 days' 18 days' leave respectively), this Conference recommends that the National Joint Council amend Paragraph 11 of the Scheme to provide the following scale of annual leave:

Junior's up to 21 years of age 12 working days
General Division officers of 21 years and over, and all other officers in any grade up to and including A.P.T. III 18 working days
Officers in A.P.T. Grades IV and over 24 working days
N.B. As officers with basic salaries in excess of £1,000 are not eligible for overtime, the present division of A.P.T. Grade V is not justified.

Amendment by Berks County Branch.

Increase annual leave for juniors up to 21 years from 12 to 14 working days.

Amendment by Bristol Branch.

Increase annual leave for juniors up to 21 years from 12 to 15 working days.

Amendment by Bucks County Branch.

Increase annual leave for all officers in grade up to and including A.P.T. III to 18 working days.

Amendment by Glasgow Branch.

After "Charter" in line 2 insert "and Paragraph 9 of the Scottish Scheme"; after "Council in line 8 insert "and the National Joint Industrial Council (Scotland)"; after "Scheme" in line 9 insert "and Paragraph 9 of the Scottish Scheme"; Delete all after "provide" in line 9 and "annual leave on the basis of 24 working days for all officers."

Amendment by Southend-on-Sea Branch.

Delete all after "Civil Service" in line 4 and add: "This Conference therefore recommends that the National Joint Council amend Paragraph 11 of the Scheme to provide the following scale of annual leave:

Junior's up to 21 years of age 12 working days
General Division officers of 21 years and over and with less than 10 years' service 15 working days
General Division officers of 21 years and over with 10 years' service and over, and all officers up to and including A.P.T. II 18 working days
All officers in Grade A.P.T. III and over 24 working days

(It is suggested that Grade III be the minimum Grade for the 24 working days, it being the next higher salary scale following the Higher Clerical Division.)

Amendment by Southport Branch.

Delete all after "inadequate" in line 2 and add "and that this Conference instructs the National Executive Council to take the necessary steps to amend the National Charter so as to provide the following scale of annual leave:

15 working days: Staff under 21 years of age on first day of the holiday year;
18 working days: Staff aged 21 years or over on first day of the holiday year on the General Division and all staff on Miscellaneous Division I;
21 working days: Staff on Clerical, Miscellaneous Division II or A.P.T. I, or having 15 years' government service;
24 working days: Staff on Higher Clerical, A.P.T. III and IV, or having 25 years' local government service;
27 working days: Staff on A.P.T. V, VI, VII and over having 35 years' local government service.

Amendment by West Bromwich Branch.

Add to the motion "and in addition, Every Saturday, Whit Tuesday and August Tuesday."

61. Annual Leave. (Sunderland.)

That all necessary steps be taken to amend Paragraph 11 (annual leave) of the Charter substituting after the words "The scale shall be as follows" the following:

Officers with 1 to 5 years' service 12 working days
Officers with over 5 and up to 10 years' service 15 working days
Officers with over 10 and up to 15 years' service, together with all officers in the Clerical Division 18 working days
Officers with over 15 years' service and all officers in Higher Clerical and A.P.T. Divisions 21 working days

Amendment by Bristol Branch.

Amend the scale to provide 15 working days for all officers with 1 to 10 years' service.

Amendment by Paignton and District Branch.

Add "For the purpose of ascertaining the appropriate period of annual leave all periods of service under any employing authority (local government and public utility company) shall be aggregated, provided that if the officer was not in the service of any local authority or public utility company during the twelve months immediately preceding the date on which his present employment commenced the service prior to that date shall be disregarded."

2. Overtime Rate. (North Western District and Bolton.)

That this Conference instructs the National Executive Council to take the necessary steps to amend the National Charter so as to provide that the overtime rate be wholly at $1\frac{1}{2}$ times the hourly rate based upon salary plus bonus.

Amendment by Dudley Branch.

Add "and that overtime be paid for all hours worked in excess of the normal working hours."

Amendment by Hayes and Harlington Branch.

Add "and also London 'weighting' where applicable."

Amendment by Newport (Mon.) Branch.

Add "and that time worked on Sundays and Bank Holidays should be paid at double time."

Amendment by Warrington Branch.

Add "in respect of overtime worked on Monday to Saturday inclusive and double time the hourly rate based upon salary plus bonus for Sunday work."

3. Overtime Rate. (Plymouth.)**Amendment by Wembley Branch.**

Add the words in bold type: That all overtime be assessed on gross salary, i.e. standard salary plus cost of living bonus plus "weighting" where applicable.

4. Overtime Rate. (Birmingham.)**Amendment by Birmingham Branch.**

Delete words in brackets and add those in bold type: (That the ruling that overtime payment be calculated on the basic salary figure be reconsidered and consideration be given for payment to be) That this Conference instructs the National Executive Council to take the necessary steps to obtain a ruling that overtime payment be calculated on basic salary plus war bonus subject to a minimum payment of 1s. 6d. per hour.

5. Overtime Rate. (Plymouth.)

That it be an instruction to the National Executive Council to consider the amending of the Charter conditions relating to non-payment of overtime to staff in receipt of salaries over £435 per annum, and that it be determined, after a reasonable number of hours have been worked, that overtime be paid.

Amendment by Basingstoke and District Branch.

After "per annum" in line 5 add "and to their comparable officers as defined in Paragraph 10 of the Charter."

Amendment by Eccles Branch.

That this Conference instructs the National Executive Council to take the necessary steps

all hours in excess of 38 hours per week on salaries up to and including £510 per annum."

73. Removal of Marriage Bar. (Metropolitan District.)

That this Conference instructs the National Executive Council to take immediate steps to secure the inclusion in the Charter of a clause laying down that a marriage bar shall not be operated.

Amendment by South Shields Branch.

That the marriage bar be applied except where extenuating circumstances justify otherwise or in cases of professional appointments applicable only to women (e.g. health visitors, midwives, etc.).

Amendment by St. Helens Branch.

That this Conference instructs the National Executive Council to reconsider the whole question of the removal of the marriage bar, and submit recommendations to the next Annual Conference of the Association.

74. Family Allowances. (Birmingham.)

That this Conference acquaints H.M. Government through the Minister of Health that in its opinion the retention of married women in Local Government and Civil Service in itself, and in the event of provision of equal pay for men and women, will to an even greater extent gravely affect the comparative living standards of officers of either sex with a dependent spouse with children and that some alleviation should be provided by increased family allowances inclusive of the first child.

Amendment by Metropolitan District Committee.

That this Conference is of the opinion that the existing rate of family allowances is totally inadequate and that there is a need for an increase therein, including provision for the first child.

Amendment by Barnsley and District Branch.

After "that" in line 9 insert "as the retention of all classes of labour, male and female, will be essential for the maintenance of local government during the present manpower emergency."

Amendment by Stepney Branch.

Delete from "opinion" in line 3 to "increased" in line 10 and at the end add "should be provided."

75. Provincial Weighting. (Birmingham.)

That the national scales of salaries be weighted in favour of officers of the corporations of large provincial cities.

Amendment by Birmingham Branch.

Insert at beginning "That this Conference instructs the National Executive Council to take the necessary steps to ensure . . ."

Amendment by Southend-on-Sea Branch.

Delete all after "officers of" in line 2 and insert "local authorities where a higher cost of living is recognised in respect of workmen's grading."

76. Allowances in Lieu of Holidays. (Bethnal Green.)**Amendment by the York Branch.**

Add the words in bold type: That this Conference instructs the National Executive Council to take all possible steps to secure the addition to the National Charter of a provision that in the case of the death of an officer, his or her legal personal representative shall be paid an allowance in lieu of accrued holidays with pay and that in cases where an officer is prevented by reason of his duties from taking holiday to which he is entitled in any leave year he be paid an allowance at his recognised rate of pay in lieu of such holiday.

77. Car Allowances. (Poole.)**Amendment by Metropolitan District Committee.**

Add the words in bold type: That the National Executive Council be asked to expedite the adoption of a national scale of car allowances and that it shall contain a "no detriment" clause.

78. National Joint Council—Amendment of Constitution. (Halifax and District.)**Amendment by Glasgow Branch.**

Insert words in bold type: That this Conference instructs the National Executive Council

to take the necessary steps to secure suitable amendments to the constitution and powers of the National Joint Council and the National Joint Industrial Council (Scotland) and the provincial councils, so as to ensure the speedy conduct of joint negotiations, and the immediate application of any award of the National Joint Council and the National Joint Industrial Council (Scotland).

79. National Wage Policy. (Nottingham.)

This Conference, noting the danger of inflation in the present period of acute shortage of manpower:

(i) Realises that an unregulated scramble for all-round wage increases will benefit neither the country as a whole nor wage-earners as a class and that the Local Government Service in particular is likely to fare badly in such a scramble;

(ii) Urges H.M. Government to formulate immediately a national policy on wages and the distribution of the national income;

(iii) Declares that such a policy should include the following provisions:

(a) That the cost of living, based on an up-to-date index, be kept steady;

(b) That inflation shall be prevented by equating purchasing power to production;

(c) That wage levels shall be so adjusted that labour is attracted to those occupations which are most in the public interest;

(iv) Declares that the absence of such a national policy on wages will lead inevitably to strong demands for substantial wage increases from the Local Government Service.

Amendment by Metropolitan District Committee.

Add "(v) Pledges itself to do all within its power to improve the efficiency and productivity of local government."

Amendment by London County Council Branch.

Substitute: "This Conference, noting the danger of inflation in the present period of acute shortage of manpower, urges H.M. Government to formulate immediately a national policy on wages."

Amendment by Walthamstow Branch.

Delete all after "class" in line 6.

GENERAL MOTIONS

80. Fighting Fund. (Luton.)**Amendment by Luton Branch.**

Add words in bold type: That the National Executive Council take immediate steps to secure the establishment of a fighting fund by raising a levy in accordance with Association rules, for the purpose of combating economy cuts affecting members of the Association.

84. Electricity Supply—Whitley Machinery. (Northmet.)

That in the opinion of this Conference the Association's policy in respect of Whitley machinery for the staffs of the electricity supply industry should be directed to the formation of one Whitley Council to cover the whole of the staffs—irrespective of whether they are "technical" or otherwise and irrespective of whether they are at present municipal or company—with NALGO the Electrical Power Engineers' Association, and any other interested organisation, representing their respective members.

Amendment by Northmet Branch.

After "Association's" in line 2 insert "long-term."

Amendment by Cornwall Electric Power Branch.

After "Association's" in line 2 insert "long-term" and add to motion: "but the Association in the first instance should devote its energies to the formation with all possible speed of a Whitley Council covering clerical, administrative, and commercial staffs organised in NALGO in company undertakings only, with the proviso that such Council should be enlarged at an appropriate later date in accordance with the above-mentioned long-term policy."

88. Public Relations Policy. (Metropolitan District.)

That this Conference is of the opinion that a campaign is necessary to make all members of the Association aware of the importance and value of an active public relations policy and instructs

IMPORTANT DATES

May 21—Last date for notifying Headquarters of the results of district elections of the National Executive Council.

May 27—Last date for notifying Headquarters of a division of voting strength at Conference.

Final agendas and other material will be sent to representatives.

to secure an amendment of Paragraph 10 of the Charter so as to provide for the payment of overtime to all officers covered by the scales of salaries included in the Charter, with the consequential deletion of Paragraph 19 (b).

Amendment by Southend-on-Sea Branch.

After "per annum" in line 5 insert "and all whose hours of duty render them ineligible for overtime payments and whose duties make impracticable the taking of compensatory leave."

Amendment by Southport Branch.

Delete all after "per annum" in line 5 and insert "so as to provide that overtime be paid for

the National Executive Council to take steps forthwith to ensure that:

(i) All district committees and branches appoint public relations officers and public relations committees or sub-committees;

(ii) Those committees or sub-committees individually consider and implement the policies outlined in the Reconstruction Committee's report and the booklet "Public Relations—What it Means and How it Works";

(iii) County branches throughout the country take the lead to organise joint county-and-borough or district council branch public relations activities; and

(iv) A further individual approach is made to secure the active co-operation of those local authorities that have not yet established a public relations organisation.

Amendment by Acton Branch.

Substitute "District Committees" for "County branches" in para. (iii).

Amendment by East Ham Branch.

Substitute for para. (ii): "(ii) the Association's public relations policy is amended and brought up to date in view of the present trend towards change in local government generally."

89. Civics in Schools. (St. Marylebone.)

Amendment by Dewsbury Branch.

Add the words in bold type: That this Conference, deplores the widespread ignorance of local government matters amongst the general population, and instructs the National Executive Council to request the Minister of Education, as a means of fostering a greater sense of citizenship, to include the study of civics in the school curricula of all children at the most suitable age and to consider the production of a high-quality film to supplement this work.

91. Public Assistance Staffs. (Berks County.)

That this Conference, whilst appreciative of the report of the Law and Parliamentary Committee, is of opinion that:

(i) The National Executive Council should adopt a more forceful and positive policy, i.e., an intensive press campaign and a statement of the position to every member of Parliament, etc.;

(ii) The sub-committee of the National Executive Council charged with the negotiation should contain as large a number of public assistance officials affected by the proposals of the Bill as possible (even to the extent of co-opting them if necessary); and

(iii) In the event of the Minister of Health intimating that it is the duty of local authorities to absorb their own redundant officers, the Government should be pressed to make such duty obligatory.

Amendment by Bristol Branch.

Add to para. (iii): "on not less favourable salaries and conditions than enjoyed at the time of transfer."

Amendment by Sheffield Branch.

Add to para. (iii): "and to ensure that such officers are absorbed with full preservation of salary, status, and seniority."

92. Public Assistance Staffs. (N.E.C.)

That this Conference views with grave concern the prospect of the diminution of the public assistance functions of local authorities which will result from the operation of the National Insurance Act, 1946, and the absence of provisions relating to the transfer and compensation of officers at present engaged in those functions who will become redundant, and calls upon H.M. Government to introduce the National Assistance Bill as early as possible this session.

Amendment by Eastern District Committee.

Add: "and to include in the Bill satisfactory transfer conditions or adequate compensation for loss of office of public assistance staffs."

93. Transfer of Functions. (North Western and North Wales District.)

Amendment by Manchester Branch.

Add the words in bold type: That this Conference, whilst appreciating the efforts which have been made by the National Executive Council, views with grave concern the delay of the Government in introducing legislation dealing with the transfer of functions now those of public assistance and social welfare authorities

and providing for the transfer of staffs affected thereby or compensation for those adversely affected and urges the National Executive Council to make every effort to obtain satisfactory transfer or compensation for loss of office of redundant staffs. Also, in the event of the Minister of Health intimating that it is the duty of local authorities to absorb their own redundant officers, that the Government should be pressed to make that duty obligatory.

Two Headquarters Jobs

NALGO wants an **INTERNAL AUDITOR** for its finance department and a **CONVEYANCING CLERK** for the NALGO Building Society.

Internal Auditor

This appointment will be on the Association's scale A.P.T.V. beginning at £480 and rising by two annual increments of £15 and one of £20 to £530, plus cost of living bonus at present £59 16s.

Applicants must have a wide practical experience of accountancy and audit and must possess a recognised professional qualification. Applicants should give the names of two persons to whom reference may be made, and their applications must be received by the undersigned not later than Saturday, May 24, 1947.

Conveyancing Clerk

This appointment is for a fully experienced clerk (unadmitted) for the conveyancing department of the NALGO Building Society which deals with a large amount of building society work. The salary will be on scale A.P.T.V. beginning at £440 and rising by annual increments of £15 to £485 plus cost of living bonus at present £59 16s. Applications, with copies of three recent testimonials must be received by the undersigned by Saturday, May 10, 1947.

Both appointments will be subject to medical examination and will be to the permanent establishment, carrying the right of admission to the staff superannuation fund on terms, particulars of which will be supplied on request to intending applicants, and to one month's notice on either side.

No forms will be issued, but applications should state age, past and present appointments, qualifications, and experience. The persons appointed will be required to devote the whole of their time to the duties of the office. Canvassing will disqualify.

24, Abingdon Street,
London, S.W.1.

J. H. WARREN,
General Secretary, NALGO.

99. Electricity Supply Bill—Transfer of Staffs. (Wimbledon.)

Amendment by Brentford and Chiswick Branch.

Add the words in bold type: That this Conference views with dismay the omission from the Electricity Supply Bill of definite provisions for safeguarding the interests of existing employees in the electricity supply industry, and instructs the National Executive Council immediately to take every possible action "to secure terms not less favourable than those provided for by the Local Government Superannuation Act, 1939, and the fourth Schedule to the Electricity Supply Act, 1926, and" to prevail upon the Government to formulate precise proposals for this purpose and to incorporate them in the Bill.

100. Superannuation. (Woolwich.)

That this Conference urges the National Executive Council to take all necessary steps, as soon as possible, to secure an amendment of the Local Government Superannuation Act, 1937, to provide for superannuation payments to the widow of an officer who dies before attaining superannuation entitlement under that Act, such superannuation payments to the widow to be not less than one half of the superannuation payments which the member himself would have received had he been superannuated at the date of his death; the superannuation allowance to be also applicable to the widow of a superannuated officer if the death of the officer occurs before the day upon which his drawings on the superannuation fund exceed his contributions to it, always provided that the amendments referred to above shall not affect in any way the provisions of Section 9, sub-section 1, of the Local Government Superannuation Act, 1937.

Amendment by Hertfordshire County Branch.

Delete all after "death" in line 12.

Amendment by Newport (Mon.) Branch.

Delete all after "officer" in line 6.

Amendment by West Cornwall Branch.

Insert "or dependent relative" after "widow" in lines 6, 8 and 13.

101. Workmen's Compensation. (Lindsey.)

That the National Executive Council be instructed to take all possible steps to secure compulsory insurance by local authorities of their officers whose duties expose them to particularly hazardous risks; and who, by virtue of their salary, do not come within the provisions of the Workmen's Compensation Act.

Amendment by Birmingham Branch.

That the National Executive Council be instructed to consider amendments of the Sickness Scheme to provide payment of allowances to officers not covered by the Workmen's Compensation Acts during incapacity for work resulting from personal injury by accident arising out of and in the course of their employment.

102. Superannuation—Civil Service Rules. (Lindsey.)

In order to preserve the superannuation rights of local government officers transferred to the civil service, the Government be asked to make the application of the Local Government and Civil Service Rules a statutory requirement.

Amendment by Edinburgh Branch.

Substitute: "In the case of transference to the Civil Service of the Local Government officer transfer of superannuation rights should be automatic and a transfer value paid on the same lines as laid down in the Transfer Value Regulations, 1939."

103. N.E.C. Policy and Local Government Examinations Board. (Chelmsford.)

Amendment by Sleaford and East Keveston Branch.

Delete the word in brackets and add those in bold type: That this Conference views with alarm the increasing tendency of the National Executive Council to formulate policy and to put the same into operation without ascertaining the views of [individual branches through] district committees, and submits that the Local Government Examinations Board should circulate its draft proposals to [branches] district committees for any observations before adoption.

106. Affiliation to the Trades Union Congress. (N.E.C.)

That the National Executive Council be authorised to explore the possibility of affiliation to the Trades Union Congress on a basis that is mutually acknowledged to be solely industrial and without implying allegiance to or connection with any political party, and be required to make definite recommendations thereon to the Annual Conference in 1948.

Amendment by Brentwood Branch.

Substitute: That the National Executive Council conducts a ballot for all its members forthwith, asking for an affirmation or negative to the question "Are you in favour of NALGO applying for affiliation with the Trades Union Congress?" and on receipt of a decision in favour of affiliation, the National Executive Council do make application forthwith to the Trades Union Congress for affiliation.

Amendment by Bury Branch.

Delete all after "political party" in line 6 and insert "and to submit their findings together with voting forms of referendum to the whole membership."

Amendment by Doncaster and District Branch.

Delete all after "to" in line 6 and insert "submit the results of the inquiries to branches and district committees following which a ballot shall then be arranged prior to Annual Conference in 1948, the result of the ballot to be binding on the Association."

Amendment by Newcastle-upon-Tyne Branch.

After "affiliation to" in lines 2 and 3 insert "kindred organisations with like interests to NALGO and"

114. Affiliation to Trades Union Congress (South Wales and Monmouthshire District.)

That in view of the fact that the great majority of our members have now returned from H.M. Majesty's Forces to the Local Government Service and in the light of the changed circumstances, this Conference is of opinion that immediate steps should be taken to ascertain the views of the general body of members of the Association on the question of affiliation to the

Trades Union Congress. Conference further directs the National Executive Council to obtain referendum of members on this subject.

Amendment by Wallsend Branch.

That the National Executive Council be instructed to proceed with a ballot of the members on the question of affiliation to the Trades Union Congress and the findings of the ballot be adhered to.

6. Trade Union Membership. (Stepney.)

Amendment by Kent County Branch.

Delete words in brackets: That in the opinion of the Stepney Branch, it is desirable that there should be 100 per cent trade unionism amongst local government staff. [We therefore press for local authorities to urge that all their staff join appropriate trade union. While this Conference recognises NALGO as the appropriate organisation for local government officers, we recognise that some officers belong to other trade unions and that we should approve a policy of co-operation with such other unions.]



"He's in the Higher Clerical, now!"

9. Closed Shop. (Airdrie.)

That the principle of the "closed shop" which, in actual practice, is not incompatible with NALGO's campaign for 100 per cent membership, should be adopted as Association policy. And that the Association press for local authorities to make membership of a trade union a condition of employment in the Service.

Amendment by Southampton Branch.

That the principle of the "closed shop" together with all other forms of duress and coercion is incompatible with true democratic principles, and this Conference therefore calls upon the National Executive Council to resist any attempt by local authorities to enforce conditions which restrict the freedom of local government officers. That this Conference wholly endorses the Association's drive for 100 per cent membership, but insists that this shall be obtained only by the unfettered goodwill of members of local authority staffs.

13. Association Bankers. (Essex Rivers Catchment Board.)

That this Conference instructs the National Executive Council to examine the terms and facilities offered by the Co-operative Wholesale Society Ltd. (Bankers), and if they are found to be more favourable than those given by the present bankers, arrangements shall be made forthwith for the transfer of the Association's business to the C.W.S. with a view to effecting economies in administrative expenses.

Amendment by Derbyshire Branch.

Delete all after "(Bankers)" in line 4 and add "and report back to the 1948 Annual Conference."

Amendment by Luton Branch.

After "offered by" in line 3, insert "other bankers including"; after "C.W.S." in line 8 insert "or other bank."

125. Representation on National Executive Council. (Middlesbrough.)

Amendment by the Education Welfare Officers' National Association.

Add the words in bold type: That where the Association is involved in negotiations of a specialist character, for example on the subject of gas, electricity, transport, education welfare, or nursing, the National Executive Council shall, unless its members are themselves drawn from such services or undertakings, co-opt expert members from the services or undertakings concerned.

RULE AMENDMENTS

138. Rule 46—Casual Vacancies. (N.E.C.)

Amendment by North Western and North Wales District Committee.

Delete "seven" in line 18 [of the motion as printed in the April journal] and insert "twenty-one"; delete "ten" in line 26 and insert "fourteen."

Amendment by Inverness Branch.

Delete "ten" in line 26 [of the motion as printed in the April journal] and insert "twenty-one."

140. Rule 47—Returning Officer and Declaration. (N.E.C.)

Amendment by North Western and North Wales District Committee.

Delete "seven" in line 22 [of the motion as printed in the April journal] and insert "fourteen."

Amendment by Inverness Branch.

Delete "seven" in line 22 and insert "twenty-one."

Note.—We have not reprinted the two notices of motion referred to above, since they are both long. Members interested are asked to refer to page 294 of the April journal.

141. Financial Assistance to Branches Attending Conference. (Hinckley.)

That this Conference instructs the National Executive Council to consider the necessity of granting financial assistance to branches with a membership of less than 100 who send the full complement of delegates to Annual Conference as required by the Rules and Constitution of the Association and the Model Branch Rules.

Amendment by Richmond (Surrey) Branch.

That before action by the National Executive Council is taken, as suggested in the notice of motion, the Council investigate the possibility of instituting a scheme whereby the annual aggregate amount of fares, and subsistence expenses, of the total number of representatives of District Committees, Branches, etc. entitled to attend Conference is pooled, with the object of each District Committee, Branch, etc. being allocated an averaged amount each year from the pool to cover the expenses of each delegate regardless of the venue of the Conference.

142. Rules—District Committees, Representatives Card Vote and Expenses. (Gloucester.)

Amendment by Essex County Branch.

Delete words in square brackets and insert words in bold type: That Conference considers that the basis of representation of branches on District Committees should be uniform throughout the District and that where necessary the district grouping should be revised and the number of areas increased to eliminate unwieldy District Committees; also that the Rules of District Committee should include a provision for the taking of a card vote if demanded by a representative of any branch present; also [that a] recommends that as from the date of this Conference each District Committee should pay the whole of the expenses of the branch representatives attending the meetings of the Committee.

144. Ballot of Members. (Stepney.)

Amendment by the Chester Branch.

Insert words in bold type: That this Conference, considering that it is desirable to obtain a clear opinion of the membership on the question of affiliation to the Trades Union Congress, instructs the National Executive Council to inform all members what is involved by affiliation and to conduct a ballot of all its members forthwith, asking for an affirmative or negative to the question "Are you in favour of NALGO applying for affiliation to the Trades Union Congress?"

That upon a decision in favour of affiliation, the National Executive Council do make application forthwith to the Trades Union Congress for affiliation.

Amendment by Hindley and Abram Branch.

Delete second paragraph and substitute: "That two-thirds majority decision in favour of affiliation is necessary before the National Executive Council make application to the Trades Union Congress for affiliation. Should the two-thirds majority decision be not obtained, the question of affiliation is not to be reconsidered for a period of three years."

Charter Now Covers 99.3 per cent of Eligible Officers.

TODAY, a year after the Charter came into force, its standards, or standards not less favourable, have been adopted by local authorities employing 151,213 out of the 152,377 local government officers in England and Wales to whom it applies. Only 1,164 officers—0.7 per cent of the total eligible—are not yet enjoying Charter conditions.

This is a remarkable achievement, particularly in view of the fact that, up to the present, adoption of the Charter has been left to the voluntary decision of local authorities. NALGO having until lately refrained from invoking the Conditions of Employment and National Arbitration Order against any of the local authorities which have refused or neglected to adopt the Charter.

Up to date, the Charter has been adopted by 1375 out of the 1530 local authorities in the country. Of the balance of 155 which have not yet adopted it in full (though some of them have adopted it in part or with modifications) 23 employ no whole-time officers. The remainder include four county councils—L.C.C., Monmouthshire, Warwickshire, and West Riding—two county boroughs—Reading, and Barnsley—the City of London Corporation, 34 non-county boroughs, 50 urban districts, and 41 rural districts.

Disputes under the National Arbitration Order have been reported against four authorities, of whom two have since adopted the Charter without requiring the Association to take them to the

Tribunal. The cases against the other two are pending.

Latest authorities to adopt the Charter are: County borough—Rotherham.

Non-county boroughs—Bishop's Castle, Bromley.

Urban districts—St. Neots, Whitley Bay, Woodhall Spa.

Rural districts—Bideford (not Barnstaple as reported last month), Ellesmere, Ledbury.

Staffs of 172 Companies Have Joined NALGO

ANOTHER 13 public utility companies are this month added to the list of 159 whose staffs have joined existing, or formed new branches of the Association. They are:

Electricity.—Burgess Hill, Central Sussex, Seaford and Newhaven, and Steyning Electricity companies, and Mersey Power, Mid-Lincolnshire Electric Supply, Newcastle and District Electric Lighting, and Public Utilities (Electric) companies.

Gas.—Barnstaple, Northwich, and Runcorn Gas companies, and Newton Abbot and District Gas and Coke company.

Gas and Electricity.—Uckfield Gas and Electricity company.

Water.—Newcastle and Gateshead Water company (Works section staff only).

READERS' FORUM

Would Equal Pay Rob Us of Jobs?—a Woman Replies

This month's prize of 10s. 6d. for the best letter goes to Mrs. Christine Walters, Erith branch, for a spirited and well argued retort to recent critics of the claim to equal pay for equal work.

THE banking profession thinks that equal pay would eliminate women from its ranks. The Schoolmasters' Association thinks that it would eliminate men. They may both be partly right since, given equality of opportunity, men and women may tend to choose, and be chosen for, the work for which they are most suited. That would surely be to the advantage of all. Women are unlikely to rush to become treasurers, surveyors, or town clerks, but more are now being appointed as housing managers and school and maternity medical officers.

Suppose we look at facts rather than theories. Equal pay is a *fait accompli* in medicine, law, journalism, politics, the higher ranks of the teaching profession (e.g. university lecturers) and the APT grades of local government. Yet the number of women in these professions is increasing. Granted, there are still fewer women than men, but fewer women apply.

In the April journal, Mr. Dickson Carlaw wrote: "Employers would not employ the more expensive male labour unless they knew they were getting value for money," and that one reason why "women have hitherto earned less than men is that their marginal productivity is less." I could take Mr. Carlaw to a factory where men employed with women on a payment-by-results job are paid a *higher* piece work rate because their output is less. This is not an isolated case; it also happens in agriculture. In other words, the reason is largely traditional and based on causes now outmoded.

That old bogey, the deterrent effect of equal pay on marriage, need have no terrors. Until Mother Nature alters her tactics, few women will refuse 'Mr. Right' on economic grounds. Besides, is it not more gratifying to know that your bride gave up a good job to marry you than that she accepted you to avoid the workhouse. Most not husbands benefit by the bride's ability to contribute more to the new home?

The Charter insists on the same standards of education for both sexes. But the period of financial reward is shorter for a girl who marries and leaves her job than for a man who must go on earning. In many trades, the principle that casual or temporary employment merits higher pay than a long-term engagement is generally accepted.

How many girls know, at sixteen, whether they will marry before thirty? But they are paid less on the assumption that they will. Many men leave one job to go to another—but no employer pays them less because of it. The difference is that men have a free choice, and girls have not. It takes two to make a marriage, and even in these days the man still does the asking!

Let's face it: there are not enough men to go round. But for goodness sake let us not return to the days when voluntary spinsterhood was thought a near-criminal evasion of natural responsibilities, and involuntary spinsterhood as an object of compassion. (No, dear reader, I am not a "frustrated" old maid, but a happily-married woman with a son rising twelve). The spinster wants a square deal, not sympathy.

Pensions for spinsters at 40? Really, Mr. Carlaw! Women do not work as well as men, you say, so we cannot pay them the same rates—then let us pay them for doing nothing! Is that masculine logic? To me it is plain hokey. Or does Mr. Carlaw mean that at 40

the spinster is no longer capable of making a useful contribution to economic society? In that case, why pensions? Why not euthanasia? No, women who make local government their life's work are a minority and, as such, have the right granted to minorities in all civilised communities to protection.

I fully realise that women have no easy task before them. In the main, they have arrears of education, training, and experience to make

Letters for the June journal must reach the Editor 24, Abingdon Street, London, S.W.1., not later than May 19.

up before reaching the male level. No reasonable person expects far-reaching changes to be made overnight, so that the suggestion of a progressive scale is an excellent one to begin with. Give the fair sex a fair chance. It will take the consequences!

(Mrs.) CHRISTINE WALTERS

110a Eversley Avenue,
Barnehurst, Kent.

CONFERENCE AGENDA**"Cry 'Halt' to Greed!"**

WITH despair in my heart and a strong resolution in my mind I have just put down the preliminary agenda for the Annual Conference, published last month.

My resolution is to resign from NALGO forthwith and my despair is in the knowledge of having been a member of such an association.

The motions suggest that many members will soon be asking for their salaries to be sent to them—the strain of collection being too much for their puny bodies.

Do not those who put forward such ideas as 35-hour, 5-day weeks, Saturday mornings off, canteen facilities and more of this, that, and the other know when to cry a halt to their never-ending greed for "better conditions" in an England fighting for its life?

Since returning from the Forces to the "appalling" conditions of local government, I have wondered with amazement how long it would be before the average Briton would stop "Oliver-Twisting." Do not members of NALGO realize that, in reducing hours of clerical and administrative staffs—non-productive and not for export—the number of people available for other labour must be reduced, with a retarding effect on England's hopes of a better standard of living?

I do not see one motion suggesting that members should take off their coats, roll up their sleeves, work 60 minutes in each and every hour, and stop making tea and pinching minutes until England has recovered from her wounds. I hope that Conference will be a success, and pray that it will be attended by members with sufficient forethought to know in which direction their duty, as men and women, leads them.

90, Lothair Road,
Leicester.

G. H. MOREBY.

LET US GIVE A LEAD!**—But a Square Deal First**

THE April Journal is a sign of the times. Editorially, we are asked to give a lead to the country in stepping up the national effort to weather the economic crisis, and are warned that the retention of even our present standards can be assured only if we "work harder" and "work more productively." On the other hand the preliminary Conference agenda, with its 66 motions on Charter conditions of service, suggests that the ordinary member is not concerned about the crisis.

This conflict reflects the situation nationally. There is general agreement that the economic situation is serious. But the most eloquent exhortations have failed to arouse much interest. Clearly, appeals to patriotic sentiment or public duty cut little ice. People either have no confidence, as a result of inter-war experience, in promises, or they are not prepared to work harder before enjoying better conditions.

This problem is troubling every trade union in the country and will, no doubt, be the major issue at this year's Trades Union Congress. It would certainly be fine if NALGO could give a lead—but should we take such a step where the mighty T.U.C. has not yet decided to tread? is worth examination.

The real problem is one of incentives, and is pretty obvious that some financial reward must be conceded. The main argument against this is that higher wages compared with the shortage of goods to buy would cause inflation. Could we then, quickly increase the supply of consumer goods? I believe that we could, if the Government adopted a national plan allocating priority to industry, setting targets, curtailing luxury production, preventing misuse of materials, dealing effectively with the black market, especially in the building trade, and drastically cutting the size of the Armed Forces. The release of half a million men from the Forces, together with the workers supplying them, combined with better inducements to women to re-enter industry would go a long way to provide the required million workers while still leaving sufficient force for home defence and to meet our obligations to the United Nations.

What is the prospect of NALGO membership being animated by your editorial, Mr. Editor? In your own words of a year ago—a "bleak" one. Under a new national agreement designed to raise the standard of the service, we get: General Division much worse than the basic scales of banks, insurance companies, and the civil service. Even mining clerks are asking for scales going from £300 at 21 to £455 at 30. True we have promotion grades, but with "merging" the rule rather than the exception, they don't affect many of us. No doubt the fight for up grading will go on, but subject to the triple disadvantages that establishment is the exclusive right of the authority, that it will take years to fight all the appeals, and that comparison with outside standards is difficult in promotion grades.

The truth is that many officers are very badly off under the Charter by comparison with 1939. In my own authority, for example, merging would mean that, for about one-third of the staff, the new Charter maximum (including bonus) would represent an increase of only 33½ per cent over 1939 salaries. If this example can be multiplied throughout the service, it is likely that NALGO members will be more public-spirited than any other section of the community?

By all means let us have research into inefficiencies, blind-alley jobs, inessential routine and so on. We should have been doing this years ago, and especially during the war. At the same time, let us announce that we are willing to co-operate with local authorities, chief officers and the public, in measures to increase the production drive. Few of us expect the next five years to be easy-going, and many of us are willing to do our bit, but we want some assurances. Let the N.E.C. draft a realistic Charter, setting out minimum demands in relation to decent basic scales and pledging our willingness to participate in management. It will be necessary to fight for this policy not only in the J.I.C.s, but through out NALGO itself and, in many cases, against chief officers of a different calibre from you, April correspondent.

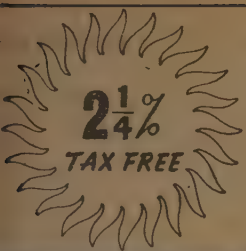
Finally, if we agree that the crisis requires a national resurgence, then the place where we can most effectively play our part is obviously in the T.U.C.—not one year hence, but right now! Glasgow.

NEIL MCLEAN.

ARE WE LESS EFFICIENT?**Bigger Staffs Do Same Work**

"CHIEF OFFICER" is right when he says in his letter in the April Journal that L.G.O.s should put their backs into work and produce more.

In the nine months since I was demobilised have been struck by the enormous increase in staffs to do the same work as before. It never occurred to anyone to dispense with temporaries as the warriors returned. I was shaken, too, by the indifferent treatment meted out to ratepayers who are shunted from office to office, a building to building, because someone is too idle to take a little trouble to get the answer right first time.



SAVE WITH YOUR OWN SOCIETY!

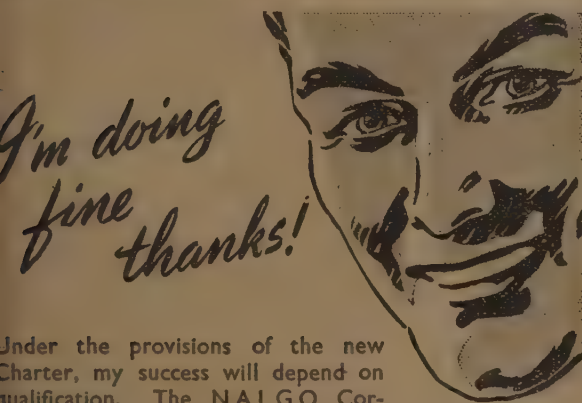


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POLICE"**

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report a
burglary"*

The number of burglaries at private houses shot up last year. Jewellery, furs, clothing, wines and spirits, wireless sets and other easily-moveable things in short supply—including even carpets—were the chief attractions for burglars.

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NALGO (Insurance Department)
24, Abingdon St., London, S.W.1.

I found everyone holding his head and saying how busy he was, yet rarely saw anyone working. When I tackled one, I was promptly shown the correspondence register and told that there were four times as many letters as in 1939. A little private investigation showed this to be true, but much was routine ministry fodder requiring little or no action, and the rest indicated that, whereas before the war a ratepayer wrote once and received satisfaction, he now had to write three or four times before anything happened!

During the war, there sprang up among those fortunate enough to miss the Forces a new type of L.G.O., whom I call, for want of a better name, the "would-be chief officer"—the man who in 1939 was reasonably senior, but never brilliant, and whose sphere of authority was widened during the war owing to lack of experienced staff. He is the real time-waster in the service to-day. He sits in the small cubicle of a large office and has fun! When he wants to ask something of Smith, who sits just outside the door, he cannot go out and ask him—no, he solemnly rings for a typist and dictates a memo. In course of time this reaches Smith who, backing up manfully, calls another typist and dictates a reply.

This sort of nonsense goes on in what, in pre-war days, was one of the most efficient departments of its kind in the Service. Is it any wonder that the man returning from war service full of enthusiasm and "go," is rapidly browned-off? Why should he work to succour these parasites? So the poor old ratepayer suffers.

"FAIR PLAY."

A Ten-Point Remedy

THE invention of "Man-power Savers," suggested by "Chief Officer," strikes me as equivalent to trying to cure the pimple while the patient dies of pneumonia. My first year back at work, after six years in the Army, has convinced me that the Service is suffering from deep-rooted and serious ills, attention to which alone will relieve the present situation. For them I would prescribe the following treatment:

1. An immediate revision of establishments in the light of present conditions and future developments so far as they can be gauged, combined with absorption of all temporary officers needed, without age or marriage bars, and dismissal of redundant temporaries with as long notice as possible;

2. The filling of administrative positions by administrators, all professional and technical officers now filling administrative posts being returned to their true callings, and the setting up of small advisory panels of these experts if necessary;

3. The abolition of all unnecessary reports and statistics—a measure requiring a radical change of heart among those chief officers who now largely employ their staffs preparing statistics and reports of little value save to enhance their own self-importance;

4. Better pay for typists to attract good ones, combined with the return of the inefficient women now purporting to be shorthand typists to a good commercial college;

5. Appointment of man-power committees, as suggested by "Chief Officer," but including rank and file members of the service;

6. A speeding-up of local authorities' staffing and establishment machinery, so that a temporary officer does not have to wait six months or so for a "rise" of five shillings a week to be approved;

7. The infusion of a new spirit into the service as a whole, breaking down the present position under which the employers are largely out of touch with employees, chief officers are often quite out of touch with the life of General Division officers, and, bitterest pill of all, NALGO rarely comes down to earth—firstly, because members are content to let the same old crowd run the same old show in the same old way; secondly, because there is a split between the returned ex-servicemen and those who stayed behind, and thirdly, because of the T.U.C. controversy;

8. Good public relations, to combat public apathy;

9. Readjustment of the Charter so that the rewards it offers bear some relation to the standards of ethics, conduct, and training it requires; and finally,

10. Immediate removal of Charter anomalies. Let us put first things first, irrespective of whose corns may be trodden on in the process.

"CRY HAVOC."

T.U.C. AFFILIATION

A N.E.C. "Red Herring"

FOR many years Conference has annually debated the arguments for and against affiliation to the T.U.C., and in those keen debates every aspect has been covered ad nauseam. The N.E.C. has undoubtedly enlisted every possible point to buttress its case against. Now, after all these years, it has the effrontery to ask Conference to instruct it "to explore the possibility of affiliation" on a non-political basis. What has it been doing in previous years—opposing affiliation without understanding all or any of its implications?

There is, I believe, a simpler explanation. Each year the N.E.C. has shifted its ground of opposition. While the supporters of affiliation have consistently put the logical arguments, the opponents have been like a retreating army throwing up smoke screens while preparing to evacuate positions. Now the smoke screen is going up again: "Let us explore the possibility—" In ten years, the N.E.C. should have been able to explore the personal idiosyncrasies of all the members of the T.U.C. General Council! No one not hopelessly prejudiced against affiliation, could be taken in by such crude delaying tactics. It is an insult to fling such a red herring at the heads of Conference delegates, many of whom have heard all there is to hear about affiliation times without number. Had the N.E.C. been confident of defeating this year's bid for affiliation with ease, it would not have conjured this wraith from the depths.

Gas Department,

TOM FERNLEY.

Town Hall, Manchester.

CHIEF OFFICERS AND NALGO

Breaking the "Iron Curtain"

AS a chief officer, I have read with great interest the letters in your last issue from GEOFFREY R. HODGSON, HUGH M. GREEN and T. FERNLEY. I hope that we shall all face boldly the issues which they have raised and support fully the ideal of one united local government service.

Mr. Hodgson deplores the "iron curtain between the lower paid officer and his better paid colleague." This, he rightly says, must be broken down. Active and loyal membership of NALGO by both is the best way of ensuring the destruction of such barriers. I disagree entirely with Mr. Green's statement that NALGO is based on a misconception. I would rather say that it is based on an ideal, the fulfilment of which may yet be afar off, but which is worth striving for. I must disagree too with Mr. Fernley. He objects to chief officers being members of NALGO. He would, I suppose, make expulsion from the Association the reward for promotion to such a position. He appears to favour the "iron curtain" (only more so) against which Mr. Hodgson so wisely protests.

I suggest that NALGO will be on the road towards the achievement of its aims, when it has the membership and the loyal support of all officers from General Grade to chief officer. Unlike Mr. Green, I urge that NALGO should be the one and only ultimate negotiating body for salaries of all local government officers, including heads of departments and clerks to councils. It is a practicable and logical proposal. Thus only can justice be done, and equitable treatment made possible, and the claims of all ranks and professions in our service be brought together in one national scheme.

Wakefield.

C. L. BERRY
(Director of Education).

MORE CHARTER GROUSES

A Pledge Dishonoured?

WE who, wifflily-nilly, were called to defend the nation during the war were promised that our status in life would not suffer thereby. We expected that this promise would be honoured. Has it been?

At first sight, the Charter seemed a grand achievement. My own salary jumped from £205 to £360 a year, including bonus. But I soon discovered—after living for years with all found and Forces pay as pocket money—that my £360 was worth less than my pre-war £205. My standard of living had not remained static—it had crashed.

That was the first blow. The second was the discovery that I do not get the £360, but must wait for it until October next. A third blow is the provision that, although most of us were too busy with military or other duties to study for qualification, we must now pass a promotion examina-

tion before our prospects open up again, while our more fortunate brethren who, through fault of their own, remained behind when we were called up, are already beyond the General Division many still unqualified.

A correspondent in the April journal says the remedy lies with us—we should knuckle down to it and grey our hairs by study after office hours. Perhaps he is able to live on his salary. Most of us cannot do so. We find the switch from Army to civilian diet debilitating; that living in digs, sharing flats or houses does not help either study; and that, having aged by at least six years, we have other important commitments. Most of us are married, and may have children (who must live), and find much of our "spare time" must be devoted to the needs and calls of family.

I have touched only the fringe of the dissatisfaction which is plaguing us. It is time your correspondents ceased from advertising the plight of the "best off" among us, and looked deeper into the straitened circumstances of the rest.

16, Woodville Road, F. W. TYHURST
Maidstone, Kent.

Cost of Qualifying

NALGO has framed a Charter which requires the local government officer to qualify if he hopes to advance in salary or position. This qualification costs a lot of money which officer cannot find—and his employers will certainly not foot the bill! In other words NALGO has penalised its members to the extent of preventing their advancement in the chosen profession.

What does the Association intend to do about this? Many of us consider that, having "produced the baby," NALGO should also "care for it." Moreover, when some of us are nationalists and taken out of the local government service, what value will our degrees or diplomas be to us?

CHARLES R. BOREHAM
64, Amity Grove, Raynes Park.

Grading Delays

AT its last meeting, my branch executive committee passed the following resolution: That the Isle of Ely Branch

1. Deplores the fact that over 12 months have elapsed without any apparent results being achieved regarding the recommendations salary gradings submitted to the Joint Consultative Committee by the professional and section societies;

2. Urges the National Executive Council to take all steps necessary to ensure that the recommendations in question are now dealt with without further loss of time; and

3. Is of the opinion that the recommendations relating to relieving officers should be afforded the highest priority in view of the special position created in their case by impending legislation.

County Hall, C. F. BOTTERELL
March, Cambs. Branch Secretary.

Are Bricklayers Better Off?

IN deciding to apprentice his son to the trade of bricklaying because of its supposed financial advantage over local government, Mr. J. E. ROBERTS overlooks several important points.

First, the bricklayer must work 44 hours week, against the local government officer's 36. Second, the bricklayer often loses time (and pay) through rain, frost, snow, and what-have-you. Third, few building workers are paid during sickness, and definitely not on the Charter scale. Fourth, days with pay are at most only one week a year for the bricklayer. Taking all these things into consideration, therefore, Mr. Rose, Junior, will not be much better off at 30, if at all, if father gets his way.

Upper Norwood. "LAMBETHIAN."

"Company" Officers Envious

WHY all this dissatisfaction with the Charter? Speaking as a "company" man, I am voicing the views of all my colleagues when I say we should be glad indeed to see the terms of the Charter applied to company staffs. At 32, remuneration is £296 a year, including a bonus of £83—not consolidated, but liable to fluctuate. There is little or no attempt to grade staff in a company.

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In your own interests we consider you should take every possible step to impress on your Trade Association or representative body the seriousness and urgency of the situation. We suggest you should also write to your Local Member of Parliament and persuade your customers or members to do the same.

The only solution is
MORE COAL FOR PAPERMAKING



Why Staffs of My Company Joined NALGO

By F. S. JACKSON,

Chairman, West of England Electricity Branch

THE real reason we joined NALGO was because an instinct of self-preservation prompted us to do so. We liked the organisation, of course, but we did not join it because of that. We wanted somebody to hold our hands when the Government came to get us and we thought NALGO looked big, strong, and kind. So we joined!

We knew about NALGO before, but we thought it was an organisation for providing good holidays at seaside camps, furniture at trade prices, and attractive car insurance. Now we know better. The subscription is reasonable and there is always the benevolent fund to prevent our going to the workhouse.

You were lucky to get us. We nearly joined another union, but when we heard that we could join you, we didn't hesitate. You are well respected and we were confident that we could safely throw in our lot with you. After years of struggle, you have a Charter, staff joint committees, superannuation schemes, Whitley Councils and—you are like us. We have many friends in municipal electricity undertakings and all of us will soon be working for the same boss. Moreover, we too prefer to mix our politics with beer rather than with work.

We appreciate the cordial welcome that the district committee gave our delegates and its practical expression in the election of one of our number to the provincial Whitley council.

We reckon that we know something about business and organisation and are, therefore, impressed by the orderly arrangement of business at district committee meetings and the common-sense manner in which it is handled.

Member Wins £5,000 in Action for Damages

HOW the Association secures justice for its members is again strikingly illustrated by a recent case at Birmingham assizes. The member concerned, a corporation traffic inspector, was injured when a bus in which he was on duty was run into by another bus, belonging to the council. The inspector became subject to frequent "black-outs," later diagnosed as epileptic fits, and a medical witness said that the epilepsy was due to the accident and would probably persist, rendering the inspector incapable of continuing any gainful occupation.

An action for damages for negligence was begun against the council and each of the drivers concerned. The defence denied negligence and the council also pleaded common employment.

Before the action reached trial, negotiations took place with the insurance companies concerned, and an offer was made of £2,250 which was rejected. Subsequently, liability was admitted on behalf of all defendants and a further offer of £2,500 was made, which was also rejected. The matter then proceeded to trial, the only issue being that of damages, and the judge awarded the inspector £5,000.

69 Branches Have Raised Over 6s. Per Member for War Memorial Fund

AT least 69 branches have now reached the target of six shillings per member set by NALGO's War Memorial appeal for £40,000 to meet the cost of buying "Knole Lodge," Bournemouth, as a convalescent home. Some have far exceeded this target, the highest contributions per head being:

Ossett, £1 18s.; North Gloucestershire, £1 12s.; Romford Joint Hospital Group, £1 2s.; and Battersea and Brownhills, £1 1s. each.

The list below shows all the branches whose contributions, received at headquarters by March 31, have reached or exceeded the target figure. Many more have probably completed their collections and their names will be recorded as soon as the money is sent in.

Those with more than 500 members are marked with an asterisk.

Scotland Takes Stock of Charter Adoption Progress

TODAY, nearly seven months after its approval by the Joint Industrial Council, 88 out of 232 local authorities in Scotland have adopted the Scottish Charter. Detailed figures are:

23 of the 36 county councils (including two joint counties),
All of the 4 counties of cities, and
61 of the 192 burghs.

Additions to the last-published list of adoptions are:

Counties—Midlothian.
Burghs—Alva, Auchterarder, Carnoustie, Castle Douglas, Dunoon, Huntly, Inverberrie, Johnstone, Rutherglen.

Many burghs are so small that they employ no whoteime officers and are thus not subject to the Charter. So far only one authority, Orkney County, has refused to adopt the Charter.

The last few weeks of the current financial year should see many stragglers coming into line. Some

branch officers, and although not all those concerned will be satisfied, the results amply justify their efforts.

Grading.—Appeals have been heard by the Kilsyth and Denny councils and are pending at Musselburgh and Loanhead. Some branches, considering their councils' grading proposals and have been advised by the Association.

Miscellaneous Division.—There is little progress to report on negotiations on behalf of certain officers excluded from the Charter under Paragraph 30. Agreement has been reached in respect of some, including school attendance officer telephonists, and outdoor collectors, the only outstanding issue being the all-important one of scales. The employers' latest offer will be discussed on May 8.

As regards the rest, branches have been consulted on the latest developments.

Grouping of Authorities.—The summary of replies to the J.I.C. questionnaire about the grouping of authorities, is, as so many critics of the proposal forecast, not at all satisfactory. The staff side has asked that the grouping review should proceed without delay, and it is on the agenda for May 8.

Professional Staffs.—Representatives of the following put their proposals for grading before the staff side on March 28, and agreed in several instances to take them back for further consideration:

- Institute of Hospital Administrators
- Governors and Matrons' Association
- Scottish Association of Social Welfare Officers
- Institute of Sewage Purification
- Institute of Public Cleansing
- Institute of Park Administration
- National Association of Bath Superintendents
- Scottish Registration Officers' Association
- Federation of Museums and Art Galleries.

Future J.I.C. Meetings.—These are planned at Dundee—Executive Committee on May 1 and full Council on May 9; and at Aberdeen—the full Council on May 30.

Medical Laboratory Technicians' Scales.—These have now been agreed to operate from November 1, last year.

Chief Technician with qualification of F.I.M.L.T. or equivalent, in charge of whole laboratory service of large hospital or of a central laboratory—£450 × £20 (4) × £25 = £575.

Senior Qualified Technician (employed as such) with qualification of F.I.M.L.T., or equivalent, in charge of department or section or in sole charge of laboratory not divided into departments or sections—£375 × £15 = £465.

Qualified Assistant Technician (employed as such) with qualification of A.I.M.L.T., or equivalent—£320 × £15 (4) × £20 = £400.

Unqualified Assistant Technician (or Qualified Assistant Technician awaiting an appointment as such)—£90 in the first year to £280 in the twelfth year (based on year of service).

Examination Grants.—£10 on passing intermediate F.I.M.L.T., and £20 on gaining associateship.

The General Secretary's Visit.—JOHN F. WARREN, general secretary, NALGO, will visit the Scottish district from May 5 to 10. His itinerary includes:

May 5.—Ross and Cromarty, Sutherland, Caithness, Inverness.

May 6.—Eilean Moray and Nairn, Kincardine County, Aberdeen District, and Aberdeen City.

May 7.—Angus County, Dundee, Perth City, Perth and Kinross, and Fife County.

May 8.—Executive committee of the Joint Industrial Council at Dundee, and No. 4, Area Co-ordinating Committee at Stirling.

May 9.—Glasgow.

May 10.—District committee meeting.

Holiday Centres Nearly Full

YOUR only chance of spending a holiday at either of the NALGO holiday centres to book now for Cayton Bay, near Scarborough for accommodation from May 3 to June 7 only or at either Cayton or Croyde Bay, North Devon from September 20.

Failing this, the key to your holiday problem will be found in the NALGO Holiday Guide of which there are now only a few copies available at sixpence each plus fourpence postage, or 11 Swiss holidays plan described on page 313.

Summer School in August For Scotland

This year's Scottish summer school will be at Macintosh Hall, St. Andrews University, St. Andrews, from August 16 to 23, with first-class quarters and catering at 13s. a day, plus five per cent. for gratuities. There will be accommodation for eighty students, and ample opportunity for golf, bowls, boating and tennis.

The syllabus includes lectures on: Local government, its history and future (two lectures);

Town and country planning, its history, development, and legislation, and the study of the Clyde Valley Plan, The Highland Development Plan, or the Fife County Plan (two lectures); and

The national health service, the new education service, local authority finance, and the Scottish Tourist Board (four lectures).

The prospectus will shortly be sent to branches. Particulars may be had from HARRY RAE, Scottish district officer, 67 West Nile Street, Glasgow, C.I.

authorities have adopted in principle but are still pondering their establishments.

The results are not unsatisfactory, but there is no room for complacency. What are the branches doing where their councils are dilly-dallying or just not bothering? The cry may be: "What can we do? The Charter does not provide for local consultation." But the failure at national level to secure such a provision should not prevent local approaches by members—rather should it spur them on. Now, more than ever, is there a need for good staff work by branches. For so long as other unions on the staff side are unwilling to commit themselves, there will be no prospect of obtaining a provision in the Charter for local consultation.

All such branches should demonstrate their interest and strength to their councils and the responsible officials and make them aware of the staff view point. If that can be done before local grading schemes are *fais accomplis*, half the battle will be won.

Of schemes so far issued, those of two county councils are largely the result of hard work by

Metropolitan.—Barnet, Bethnal Green, Carshalton, Chingford, Ealing, Finchley, Hampstead, Kensington, Merton and Morden, St. Marylebone, St. Pancras, Staines, Twickenham, Wansstead and Woodford, Westminster.

North-Western and North Wales.—Cheddle and Gately, Cheshire*. Clitheroe, Conaway, Hoylake and W. Kirby, Kendal, Llandudno, Middleton, Rawtenstall, Ulverston, Whiston Rural.

North-Eastern.—Consett, Darlington, Loaz Benton, Newcastle-upon-Tyne*.

Yorkshire.—Goole.

East Midlands.—East Retford, Ilkeston, New Mills, Peterborough, Soke of Peterborough, Workson.

West Midlands.—Leek, Oswestry, Smethwick.

Eastern.—Brentwood, Bury St. Edmunds, East Suffolk, Halstead, Rochford.

South-Eastern.—Battle, Cuckfield Urban, Herne Bay and Whitstable, Kent*, Sevenoaks.

Southern.—Cowes, Havant and Petersfield, Portsmouth*.

South-Western.—Bath, Dursley, Exeter, Teignmouth, Yeovil.

South Wales.—Fishguard and Goodwick, Glamorgan-shire*, Glyncoedwg, Monmouth, Monmouthshire*.

Scotland.—Moray and Nairn.

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V. CLARK,
Chief Education Officer.

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Clerk of the County Council

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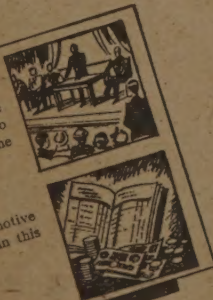
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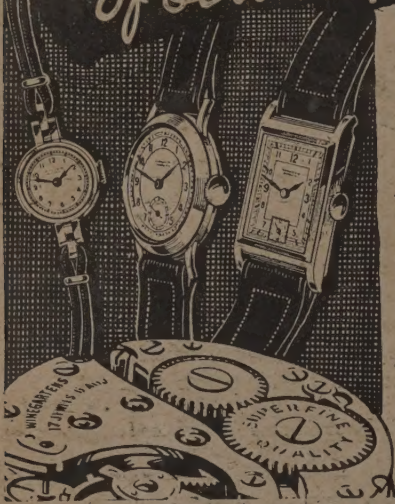
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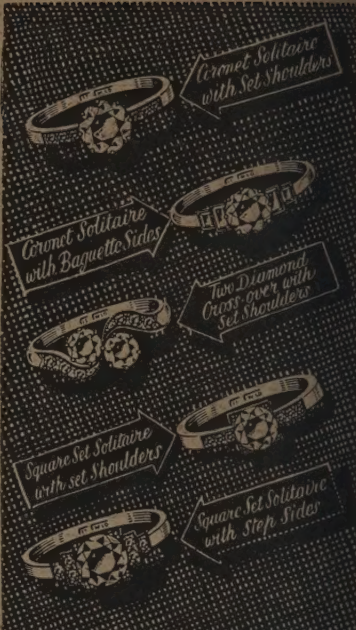
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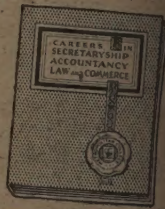
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